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# Official Personnel Folder

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SROE, WILLIAM V.

## CONFIDENTIAL

2 July 1974

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MEMORANDUM FOR: Office of Finance

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TE 2 UNPOLET CL 81 007622"

(4 51)

Mr. William V. Broe

Dear Mr. Broe:

The United States Government, as represented by the Central Intelligence Agency, hereby contracts with you, as an intermittent consultant, under the following terms and conditions:

- 1. Fee. For services rendered as an intermittent consultant you will be paid a fee per consultation (regardless of duration) in an amount equal to the daily rate of the top step of a GS-15. No taxes will be withheld therefrom. When required for Federal income tax purposes, an information Return indicating total fees paid hereunder will be issued by CIA.
- 2. Expenses. You will be provided funds for travel and such other expenditures as are authorized under this contract. Accountings will be rendered in conformance with Agency regulations.
- 3. Status. Your legal status under this agreement is that of an independent contractor. Nothing contained herein shall be construed as implying the creation of an employee-employer relationship.
- 4. Prohibition. You will be prohibited from presenting a paper, writing for publication, or making a speech, statement on radio or television, or other public statement on the subject of intelligence, either factual or fictional, if the subject is related to programs and functions of the Agency or other intelligence Agencies, without the prior authorization of the Assistant to the Director.
- 5. Term. This contract is effective as of 1 July 1973 and shall continue thereafter through 30 June 1974 unless sooner termiated (1) by mutual consent of the parties hereto or (2) by seven (7) days' written notice from one party to the other.

	CENTRAL INTELLIGENCE AGENCY
	Contracting Officer
ACCEPTED:	
William V. Broe	Social Socurity Number

SECRET JUSTIFICATION FOR CONSULTANT (F.Y. 1975) I. NAME OF CONSULTANT (Lest-First-Middle) 2. Office Bros, William V. 138. 48 per capacitation DCI NUMBER OF DAYS USED DURING CURRENT F.Y. (INCLUDING PROJECTION THROUGH 30 JUNE) 0 . DUTIES TO BE PERFORMED DURING NEXT FISCAL YEAR AND JUSTIFICATION FOR RETENTION: Consultant will not be continued beyond COB 30 June 1974. Administrative Officer, DCI

1 CERTIFY THAT THE SERVICES REQUESTED ARE ESSENTIAL TO THE OPERATIONS OF THIS OFFI CE.

10. TYPED NAME AND SIGNATURE OF RESPONSING OFFICIAL

11. DATE APPROVED

12. EXTENSION APPROVED BY DC1

FORM NO. 503 REPLACES FORM NO. 37-199

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14 JUN 1973

MEMORANDUM FOR: Director of Personnel

SUBJECT

Consultant Appointments

William Broe and have been closely involved with preparation and review of documents and other material concerning the Agency's alleged involvement in the Watergate affair. In order that their personal knowledge and assistance may continue to be available, it is requested that they be employed as Consultants to the Director, effective upon their retirement.

Deputy Director
for
Management and Services

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August 7, 1973

Mr. William V. Broe 111 Indian Trail Scituate, Massachusetts 02060

BIII:

This package is for your information and retention. It's a routine part of our educational effort to minimize possible conflict of interest situations. I forgot to bring the papers with me when I met you in the reception room.

· Sincerely,

Office of Personnel

Enclosure

PRIVILEGED INFORMATION BOT TO BE RELEASED

#### SECURITY APPROVAL

DATE : 26 June 1973

YOUR

TO

REFERENCE: Request No. 76908

CASE NO. : #35 706

ATTN

SUBJECT : BROE, William V.

1. This is to inform you that Subject has been approved for the appointment specified in your request under the provisions of Headquarters Regulations 10-3 and 20-5 including access to classified information through TOP SECRET as required in the performance of duties.

- 2. Unless arrangements are made for entrance on duty within 90 days, this approval becomes invalid.
- 3. As part of the entrance on duty processing:

A personal interview in the Office of Security must be arranged.

XXX A personal interview is not necessary.

Please advise Chief, Clearance Branch, extension 5620 when Subject enters on duty.

h. Consultant, effective I July 1973.

FOR THE DIRECTOR OF SECURITY:

For Chier, Personner Decuir ...

EXEMPT FROM
. REEDOM OF INFORMATION ACT

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2.	1	1		William V. Broe
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#### CERTIFICATION OF USING OFFICIAL

I am seeking to acquire the services of the individual named herein as a consultant to me in connection with CIA work for which I have a responsibility. I hereby certify that I have read his Statement of Employment and Financial Interests (SEFI) and that I do not intend to utilize him in any work which, directly or indirectly, involves any company, institution, or entity listed on his SEFI except as noted below. (List below organizations involved. IF NONE, SO STATE.) If subsequent to this certification, this consultant will be required to perform any CIA work which involves any of the organizations listed on his SEFI not noted below, I will forward to the Office of General Counsel a revised certification. I further certify that I have read and understand 18 U.S.C. 208 (P.L. 87-849, § 208)

NAME OF CONSULTANT

William V. Broe

ORGANIZATIONS INVOLVED

None

DATE	USING OFFICIAL Donald Ishoubed	COMPONENT
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	APPROVAL	
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### 18 U. S. C. 208 (P. L. 87-849, 8 208)

#### \$ 208. Acts affecting a personal financial interest

(a) Except as permitted by subsection (b) hereof, whoever, being an officer or employee of the executive branch of the United States Government, of any independent agency of the United States, or of the District of Columbia, including a special Government employee, participates personally and substantially as a Government officer or employee, through decision, approval, disapproval, recommendation, the rendering of advice, investigation, or otherwise, in a judicial or other proceeding, application, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, or other particular matter in which, to his knowledge, he, his spouse, minor child, partner, organization in which he is serving as officer, director, trustee, partner or employee, or any person or organization with whom he is negotiating or has any arrangement concerning prospective employment, has a financial interest—

Shall be fined not more than \$10,000, or imprisoned not more than two years, or both.

(b) Eutrection (a) hereof shall not apply (1) if the officer or employee first advises the Government official responsible for appointment to his position of the nature and circumstances of the judicial or other proceeding, application, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, or other particular matter and cakes full disclosure of the financial interest and receives in advance a written determination made by such official that the interest is not so substantial as to be deemed likely to affect the integrity of the services which the Government may expect from such officer or employee, or (2) if, by general rule or regulation published in the Federal Register, the financial interest has been exempted from the requirements of clause (1) hereof as being too remote or too inconsequential to affect the integrity of Government officers, or employees, services. Added Pub. L. 87-849, \$ 1(a), Oct. 23, 1962, 76 Stat. 1124.

STATEMENT OF FINANCIAL INTEREST

FOR

William V. Broe

STATEMENT (	)F	EMPLOYMENT	AND	FINANCIAL	INTERESTS
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1. LIST THE NAMES OF ALL COMPANIES. FIRMS, STATE OR LOCAL GOVERNMENTAL ORGANIZATIONS, RESEARCH ORGANIZATIONS AND EDUCATIONAL OR OTHER INSTITUTIONS IN WHICH YOU ARE SERVING AS OFFICER. DIRECTOR, TRUSTEE, PARTNER, EMPLOYEE, MEMBER, ORNER, ADVISER OR CONSULTANT. ALSO LIST THE NAME OF ANY PERSON OR ORGANIZATION WITH WHOM YOU ARE NECOTIATING OR HAVE ANY ARRANGEMENT OR UNDERSTANDING CONCERNING PROSPECTIVE EMPLOYMENT.

MONE

II. LIST THE NAMES OF ALL FFORRAL DEPARTMENTS OR AGENCIES FOR WHICH YOU ARE SERVING OR YOU EXPECT TO SERVE AS AN ADVISER OR CONSULTANT,	FROM TO	NG. OF DAYS ESTIMATED SERVICE
CIA	1973-	

TIII. LIST THE NAMES OF ALL ORGANIZATIONS INCLUDING COMPANIES, RESEARCH OR OTHER INSTITUTIONS. AND TRUSTS IN WHICH YOU OR TO YOUR KNOWLEDGE YOUR SPOUSE, MINOR CHILD. PARTHER, ANY ORGANIZATION OR PERSON LISTED LINDER SECTION I ABOVE, OWN SECURITIES OR HAVE OTHER FINANCIAL INTERESTS.

NONE

IV. I CERTIFY THAT THE STATEMENTS I HAVE MADE ARE TRUE, COMPLETE. AND CORRECT TO THE BEST OF MY EMGBLEDGE AND BE-LIEF. I UNDERSTAND THAT IF. DURING THE PERIOD OF MY SERVICE. MY EMPLOYMENT OR FINANCIAL INTERESTS CHANGE FROM THAT STATED ABOVE, I MUST FILE AN AMENDED STATEMENT.

Date Sung 30 1973 SIGNATURE Milliam C. Bini

FORM 2553

OD/Pers.

TERS 77-66-1

2 February 1973

Mr. William V. Broe 4317 Saul Road Kensington, Maryland 20797

Dear Bull

As you reach the end of your active career of Government service. I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than thirty-one years of service to your country. The success with which you have met this challenge should be a source of lasting pride to you.

May I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment in the years ahead.

Sincerely,

11D.LK

Richard Helms Director

Distribution:

0 - Addressee

1 - OPF

1 - ROB Soft File .

1 - ROB Reader

OP/RAD/ROB/\_\_\_\_\_jat/3257 (16 February 1973)

Good lock And best wishes!

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3 MAY 1973

MEMORANDUM FOR: Deputy Director for Management and Services

SUBJECT

1 Request for Voluntary Retirement -

- 1. This memorandum submits a recommendation for your approval in paragraph 3.
- 2. The employee named above has applied for voluntary retirement under the provisions of Headquarters Regulation 20-50j.

Grade: BP-05 inspector Ceneral Position: Cporaticae Career Service Office of the Observer Office/Division 29 June 1979 Date Requested for Retirement: 39 Age at that Date 31 Years of Creditable Service 盘雪 Years of Agency Service 8 Years of Qualifying Service

3. The applicant's Career Service and the CIA Retirement Board recommended that the request be approved. I endorse these recommendations.

/s/Harry B. Fisher

Director of Personnel

4. The recommendation contained in paragraph 3 is approved:

6 7 KA 1813

Deputy Director for Management and Services

Date

AD NOTRATIVE - INTERNAL US ONLY

William V. Broe 4317 Saul Road Kensington, Maryland

Date of Birth: Amesbury, Massachusetts

#### WORK EXPERIENCE

1949-1973

Central Intelligence Agency in the Far East and Washington

Inspector General
Director of geographical area division
at Headquarters, USA
Senior CIA Officer in foreign country
to which assigned
Deputy Director of geographical area
division at Headquarters, USA
Senior CIA Officer in foreign countries
to which assigned

1942-1948

1939-1942

Special Agent, FBI

Firestone Tire & Rubber Company General Motors Acceptance Corporation

EDUCATION

Bowdoin College, BA Degree - 1939

#### S-E-C-R-E-T

(This notice is NOT to be filed in Agency munuals. Please destroy after reading.)

PERSONNEL

HN 20-502 28 January 1972

ANNOUNCEMENT OF APPOINTMENT TO KEY POSITION
OFFICE OF THE DIRECTOR

Effective 31 January 1972, William V. Broe is appointed

Inspector General.

Richard Helms Director

DISTRIBUTION: AB

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SECRET 31 JAN 1972

#### ADMINISTRATIVE - INTERNAL USE ONLY

7 July 1971

OD PET

MEMORANDUM FOR: William V. Broe

SUBJECT

: Retirement Planning

In 1968 I advised you that you were scheduled for retirement in 1973 and offered to assist you in any way possible in planning for your retirement. We have learned over the years that the counseling we are anxious to provide is most helpful in this planning.

This is to reaffirm that you are scheduled for retirement on 24 August 1973 and to urge you to contact our Retirement Affairs Division, if you have not already done so, where counseling resources and services will be made avialable to you.

Harry B. Fisher Director of Personnel

Received and acknowledged:

Signature

Date

Please return this memorandum to: Retirement Affairs Division
Room 212
Magazine Building

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**SECRET** LATE FREPARED REQUEST FOR PERSONNEL ACTION 11 May 1970 2 NAME (last-time-, Unidle) (% Q56.735. BROE, WILLIAM Y A EFFECTIVE DATE PLOUESTED S CATEGORY OF EMPLOYMENT CONVERSION FROM FSR STATUS 30\_ REGULAR FININCIAL ANALYSIS NO. CHAROFABLE 8. LEGAL AUTHORITY (Completed by liffice of Personnel) V TO V V TO CF CF 10 Y CF TO CF 0135 0620 ORGANIZATIONAL DESIGNATION DDP/WH WASHINGTON, D.C. OFFICE OF THE CHIEF 13 CAREER SERVICE DESIGNATION OPS OFFICER DIV CH. 0001 D. 15 OCCUPATIONAL SERIES IF. SALARY OR RATE TO GRADE AND STEP GS 0136.01 18 1 35,505 FROM: FSR-01, Step 3 (\$35,505)\* WASH., D.C. 1 - Security 1 - Payroll
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FORM 1152 " USE PREVIOUS EDITION

SECRET

GROUP 1
INITION FROM AUTOMATIC SCHOOLERING
AND DELLES WITCHTON

20May To

3 September 1965

MEMORANDUM FOR: Mr. William V. Broe

THROUGH : Head of CS Career Service

SUBJECT

Notification of Designation as a Participant in the CIA Retirement and Disability System

- 1. I have determined that you meet the criteria outlined in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. Your designation as a participant was made effective 29 August 1965.
- 2. You are hereby notified of your right to appeal this action to the Director of Central Intelligence as specified in MR 20-50. Such appeal must be received in the Office of the Director not later than 30 calendar days from the date of this memorandum.

Emmett D. Echols Director of Personnel

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2 2 SEP 1960 -

VIA:	Deputy Director	(Plane)
* A& * 6		ń.
SUBJECT:	Appointment of M Chief of Station	Ir. William V. Broe
Station,	Broe would replace	out 15 June 1961, is
21 June 1948, and is East Division, GS-1	as been an employee of presently assigned as 6. A biographic data and his Agency experie	s Deputy Chief, Far sheet, including
· ~ · · · · · · · · · · · · · · · · · ·	·	nond FitzGerald Far East Division
1 Attachment Biographic Inform	ation	
ec: DDCI Of	(30/100)	
APPROVAL RECOM	MENDED:	t t
Mr. Broe has been in ADDP/A, by the Chie	nterviewed by the of Operations, and	

Deputy Director
(Plans

qualified for this assignment.

v stept

2 SEP 1960

Date

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# SECTET

Subject: Appointment of Mr. William V. Broe, Chief of Station,

The recommendation in paragraph 1 is approved.

Director of Central Intelligence

1 OCT 1960

Date

## SEGNET

## BIOGRAPHIC INFORMATION

21 September 1960

Name:	William V. BROE						
Grade:	GS-16						
Service Designation:	DI						
Date and Place of							
Birth:	Amesbury, Mass.						
Marital Status:	Married						
Education and Career							
Outside the Agency:	1935 - 1939 Bowdoin College, Brunswich, Me. AB, Biology, Chemistry						
	1939 - 1941 Firestone Tire & Rubber Co., Quincy, Mass Budget Manager						
	1941 General Motors Acceptance Corp.,						
	Boston, Mass. Field Representative						
	1942 - 1948 FBI, Ohio, Michigan, D.C Special Agent						
Languages:	None						
CIA Experience:	June 1948 - Aug 1950 Acting Chief, OSO/COPS/FBZ . P-5						
•	Aug 1950 - Apr 1951 Chief,, OSO/FDZ/ SEA, GS-13						
	Apr 1951 - Aug 1953 COS, OSO/FDZ/SEA.  GS-14 (May-Aug 1953 TDY Hqs)						
	Aug 1953 - Aug 1954 Deputy Chief,						
	Aug 1954 - Apr 1955 DCOM,						
,	Apr 1955 - Jan 1958 Chief, Branch, FE/DDP						
	Jan 1958 - present Deputy Chief, FE Division, DD/P						
CLA Training:	Admin Procedures, Basic Intell, Advanced Intell Trng, Secret Writing, Crypto Briefing, Basic Ops Photo, Invest Tech, Conceal, Ops Disguise,						
	Furnishings & Equipt						

SECRET

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#### S-E-C-R-E-T

#### This Notice Expires 15 vecember 1958

CSN NO. 1-209

CLANDESTINE SERVICES NOTICE NO. 1-209

ORGANIZATION 16 October 1958

#### PERSONNEL ANNOUNCEMENT

#### PE DIVISION

Mr. William V. Broe has been designated Acting Chief, Far East Division, during the temporary absence of Mr. Desmond FitzGerald from 15 October through 3 December 1958.

FRANK G. WISNER
Deputy Director (Plans)

Roleased by: Richard Helms Chief of Operations

S-R-C-R-K-T

#### S-E-C-R-E-T

## This Notice Expires 25 January 1959

CSN NO. 1-232

CLANDESTINE SERVICES NOTICE NO. 1-232 ORGANIZATION 16 January 1959

#### PERSONNEL ANNOUNCEMENT

### FE DIVISION

Mr. William V. Broe has been designated Acting Chief, Far East Division, during the temporary absence of Mr. Desmond FitzGerald, from 17 through 24 January 1959.

RICHARD M. BISSELL, JR. Deputy Director (Plans)

Released by: Richard Helms Chief of Operations

S-E-C-R-E-T

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#### S-E-C-R-E-T

#### This Notice Expires 1 July 1958

N 20-190-139

NOTICE No. 20-190-139 PERSONNEL 2 July 1957

#### ANNOUNCEMENT OF ASSIGNMENTS TO KEY POSITIONS

#### PAHEL OF EXAMINERS OF THE CIA SELECTION BOARD

In accordance with paragraph 5b of Regulation No. 20-105, The Career Staff of the Central Intelligence Agency, the following persons are appointed, effective 1 July 1957, to serve as members of the Panel of Examiners for the period ending 30 June 1958:

Name	Service Designation	Organizational Component
	ĎР	DDP/WE
Brent, Irl Darcy	IS	DDI/OSI
Broe, William V.	DI	DDP/FE
	DT	DDP/TSS
***************************************	OD	DDI/∞/FDD
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N 20-190-139

PERSONNEL 2 July 1957

Name	Service Designation	Organizational Component
	DP	DDP/SR
·	IC	DDI/OCI
	DI	DDP/SR '
Karamessines, Thomas H.	DI	DDP/FI
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	. IR	DDI/ORR
1	SF	. DDS/Compt
	SL	DDS/QL
Little, Harry W., Jr.	DI	DDP/FE
	SS	DDS/OS
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	SA	off/DCI
	DI'	DDP/FE
	SC	DDS/OC
	DI	DDP/CI
Voigt, Frederick A.	IC	DDI/GCI
	SP	Off/DDI ·
***************************************	SA.	DDP/VH

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

H. GATES LLCYD
Acting Deputy Director
(Support)

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#### S-E-C-R-E-T

#### This Notice Expires 1 July 1957

N 20-190-106

NOTICE NO. 20-190-106 PERSONNEL
7 July 1956

#### AUNOUNCEMENT OF ASSIGNMENTS TO KEY POSITIONS

#### -PANEL OF EXAMINERS OF THE CLA SELECTION BOARD

In accordance with paragraph 5b of Regulation No. 20-105: The Career Staff of the Central Intelligence Agency, the following persons are appointed, effective 1 July 1956, to serve as members of the Panel of Examiners for the period ending 30 June 1957:

Name	Service Designation	Organizational Component
Applewhite, Edgar J.	DI	DDP/FI
	8À	DDP/FE
	· ' BC	DDS/OC
	OD.	DDI/OO/FDD
Blake, John F.	SA	DDP/EE
**************************************	· <b>IB</b>	DDI/OBI
Broe, William V.	DI	DDP/FE
, , , , , , , , , , , , , , , , , , ,	. SP	DDG/Compt
	C	DDI/OCR
	₿ <b>C</b>	DDS/OC
	DT	DDP/TSC
	ов	DDI/OO/FBID
Clarke, John M.	IR	CDCI
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	DT	DDP/TSS
	SC	DDS/OC
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	IB 8C	DD3/OC
	ĎΪ	DDP/FI
***************************************	IH	DDI/ONE
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	D	OFF/DDP
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Huefner, Donald G.	DI	DDP/FI DDP/SR
	DP.	DDP/SR
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PERSONNEL 7 July 1956

NOTICE NO. 20-190-106

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	Service	Organizational
•	2011200	Component
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dimponing.		DDP/FI
Karamessines, Thomas H.	<b>DI</b>	OFF/DDP
	<b>D</b>	DDS/03
	<b>SS</b> .	DEC/03
LaGueux, Conrad E.	) DP	DDP/FE
PROTECT COLLEGE DA	<b>IS</b>	DDI/OSI DDS/OC_
- A 409	SC IR	DD8/OC_
	TR -	DDI/ORR_
	oc \	DDI/OO/C
	TS	DDI/OSI
	วัติ	DDP/FI DDI/OO/C DDI/OO/C
McCarthy, Emmet J.	55	DDI/OO/C
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FOR THE DIRECTOR OF CENTRAL INTELLIGENCE:

C. P. CAPELL
Lieutemant General, UNAF
Deputy Director of Central Intelligence

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#### This Notice Eredran 1 July 1956

N 20-190-86

NOTICE NO. 20-190-86

PERSONTEL 6 October 1955

#### ANNOUNCEMENT OF ASSIGNMENTS TO KEY POSITIONS

PANEL OF MARKNERS OF THE CLA SELECTION DOARD

In accordance with R 20-105, the following porsons are appointed, offective immediately, we serve as numbers of the Panel of Examiners for the period ending 30 June 1956:

Name	Sorvice Designation	Organizational Computent
	DI	DDF/Ler
	3C '	Dus/oc
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PERSONNEL 6 October 1955

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FOR THE DIRECTOR OF CHATRAL INTELLIGENCE.

Deputy Director (Support)

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## SECRET

William V. BROE

#### EXPERIENCE PRIOR TO CIA:

Firestone Tire and Rubber, Budget Egr., Aug 39-May 41 General Motors, Auto Financing, May 41-Nov 41 FB1. Mar 42-May 48

#### AGENCY EXPERIENCE:

Ex. App't June 48. Ops Of CCO, COF3, GS-13

Prom. Aug 50, GS-13, CGO \$2 Division

Reassignment Feb 51, CSO, \$2. I.O. (Chief), GS-13,

App't, Jul 51, Station Chief,

Prom., Oct 51, GS-14

Reassignment, June 53, Deputy Chief of Mission,

Prom. GS-15, Area Ops Officer,

#### CHANGE IN ALLOSWENT CODE

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SECHET

28 May 1954

To: Chief, FE

From: Senior Representative, NA

Administration/Personnel
 Recommendation for Promotion - William V. BROS

- 1. It is requested that consideration be given the promotion of William V. WROE from GS-14 to GS-15. As Deputy Chief of a large, extremely complex mission, BROE carries a heavy responsibility. He has demonstrated excellent judgment, initiative, and executive ability. Subject is an outstanding career officer. He is devoted to his duty and is conscientious. Mr. BROE has a thorough knowledge of CIA problems, toolmiques and procedures and the ability to use this knowledge in logical and effective ways.
- 2. Favorable consideration is requested.

/s/ Senior Representative, NA

5 April 1954

Senior	Repres	ențe ti v	re, No	rth Asia						
Chief,		***************************************				INFO:	Ch	leſ,	FE	
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/s/ Chief of Hission

#### SECHET

#### Security Information

Date Tric 26 1953 -

Control Intelligence Agency 2430 E Street, N. W. Washington, D. C.

#### Gentlomen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my overseas post of duty, unless terminated by the Government for its convenience. If the assignment is terminated at my request in less than twenty-four ments, the following shall prevail:
- (a) If I resign in less than twolve months from the date of my arrival at my overseas post of duty, I shall reimburse CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (b) If I rosign between the twelfth and twenty-fourth month from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of mysulf, my immediate family, household goeds, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-few menths from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, bousehold goods, and personal effects to the United States".

William 11 B

Witness:

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Security Information

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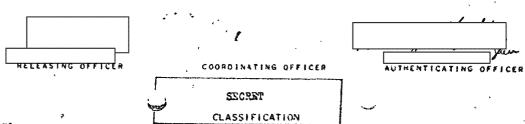
SECURITY INFORMATION

IT IS FORBIDDEN TO MAKE A COPY OF THIS MESSAGE

Office Memorandum DD/P-ADM IN Chief, FE Assignment of William V. BROE The assignment of William V. BROE as Deputy Chief of has been concurred in by the Chief of and the Senior Representative at This is in him with

# OFFICIAL DISPATCH

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name of employee Froe, William V.		,		
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CONFIDENTIAL

SECRET

FORM 80. 37-75 DEC 1949

Chief, FDZ Transfer of Personnel 1. Request is made that Mr. William V. Proc be transferred from Slot #1, Branch IV, FDZ/SLA, to Slot #1, Research Unimer. Broc will replace who is now in Rescarch Unit. 2. It is requested that recorded in Slot #2, Research Station, to replace Station. Lloyd George Chior, FDZ Originators

Harry W. Little, Jr.

## ELET

DEC 22 1980

HENDRANDUM FOR THE
ATTENTION:
Subject a Request for Appointment in the
for Mr. William Vincent
Baclosure: n. Biographical Sketch, Billium Vincent bree
b. Farm DSP-34
1. It is requested that it. William Vincent Bros be appointed in the with the title of 87.710.00.
for duty in the American Embassy at
possesses the professional qualifications for the duties planned for his, and, in addition, has the representative qualifications expected of an american official serving abroad. Ar. Bros will reserve
h. There is transmitted horowith a biographical sketch on Mr.  Bres which sets forth in detail partiment information on him and on his special qualifications for the duties it is intended that he sesses at
FOR THE DIRECTOR OF CUSTRAL INTRILIGENCE:
the the purely of Church Tributes.
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ELLET

# SECRET

## BILLIAN VINCENT BIOS

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	s Hans of Nother Date of Birth Place of Wirth Citizenship		Agnes Bonython Bros Borton, Mangachupetts U.S.A., by barth
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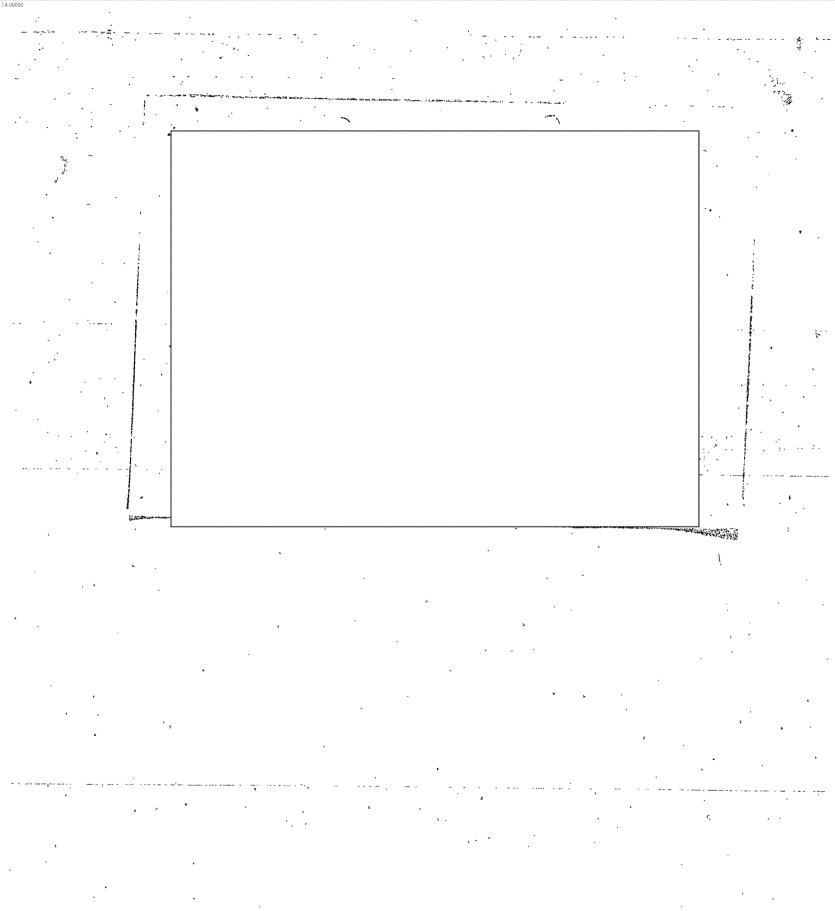
OCCUPATIONAL EXPENIENCE : June 1948 to Present - Intelligence Officer, Central Intelligence Agency, Washington, D. C.

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OVERSEAS DIVISION, PERSONNEL BRANCH

30 November 1950

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SUBJECT	1 REQUEST FOR APPOINTMENT	
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•	is requested that the Overseas Division, Personnel Branch, take th	
cessary	steps to obtain a appointment for the following em	ployee
a.	Name Mr. William V. Bros	ì
<b>b.</b>	Station of Assignment	
c.	title requested	i i
· d.	Employee is a replacement for	. !
	who formerly had atitle of	•
e.	If not as a replacement, justification for additional title	
f.	Availability date for departure	· ·
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Title of Position: Branch Chief  Grade & Salary: GS-12 & \$6800 per annum  Place of Assignment: A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.	Title of Position: Branch Citef Grade & Salary: GS-12 & \$6800 per annum Place of Assignment: Assat A.C.  is requested that the above-named employee be promoted from the disalary above-indicated to: GS-13 & \$7600 per annum	Title of Position: Branch Chief Grade & Sulary: QS-12 @ \$6800 per annua Place of Assignment: A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.	Title of Position: Branch Chief Grade & Salary: QS-12 @ \$6800 per annum Place of Assignment: ASSIGNMENT AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND P	
Title of Position: Branch Chief  Grade & Salary: GS-12 & \$6800 per annum  Place of Assignment: A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.	Title of Position: Branch Chief  Grade & Salary: GS-12 & \$6800 per annum  Place of Assignment: A.C.  is requested that the above-named employee be promoted from the disalary above-indicated to: GS-13 & \$7600 per annum	Title of Position: Branch Chief  Grade & Salary: GS-12 @ \$6800 per annua  Place of Assignment: A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.A.	Title of Position: Branch Chief Grade & Salary: QS-12 @ \$6800 per annum Place of Assignment: ASSIGNMENT AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND PROPERTY AND P	1972 B B C

SEGRET

Mr. Froe started in the FBI in 1941 as a Special Agent, dealing particularly with German and Bussian matters. In 1944 he was promoted to Resident Agent at Youngstown, Ohio, where he handled all categories of Bureau work. Two years later he was selected to be a supervisor. He continued in this capacity, dealing chiefly with security matters, until he came to CIA in 1948. During his term as resident agent he was outstanding in the important and difficult task of wanning local police cooperation.

Since he has been with CIA, Mr. Bros has shown exceptional operational understanding and ability. He has a very keen sence of responsibility and a fine devotion to detail as well as to the broad phases of his duties. As a Branch Chief he has been completely reliable and effective. It is planned that he will go to in the spring of 1951, or perhaps earlier, to take over the important and delicate work of the Research Unit.

# SEGRET

030

#### PROMOTION DATA SHEET

DATE: 24 May 1950

NAME: William V. BROE

AGE: 36

OSO UNIT: FDZ/Branch IV-

STATION Staff, and DUTIES: Branch Chief

DATE OF PRESENT GRADE: July 1946 - May 1948

June 1948 to present

PRESENT GRADE: GS-12

PRESENT T/O SLOT NUMBER AND GRADE:

#1 Br. 4 SEA/FD2-GS-13

PROPOSED T/O SLOT NUMBER AND GRADE:

Same

PROPOSED GRADE: GS-13

IF GRADE OF THE PROPOSED T/O SLOT IS NOT HIGH ENOUGH TO ALLOW FOR THE PROMOTION, DO YOU RECOMMEND DESK ADUIT TO DETERMINE WHETHER PROMOTION IS POSSIBLE:

MOST RECENT REPORT OF EFFICIENCY RATING and/or STATUS AND EFFICIENCY REPORT: Excellent

DATE: April 1950

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS: Intelligence Officer, Opne. Branch Chief

Careful and conscientious in every respect.

SUMMARY OF EDUCATION AND QUALIFICATIONS:
A.B. Degree

MANNER OF PERFORMANCE:

LANGUAGE PROFICIENCY:

None

RECOMMENDED BY:

Don S. Carden

CONCURRENCES:

PREVIOUS GRADES

and DATES: In same grade with CIA since 21 June 1948.

See attached sheet.

SEGNET

97 AMDA'RD PORM NO. 84

# Office Memorandum • United States Government

TO

8ED

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Chief, PDZ

SUBJECT:

Personnel Changes

DATE: 27 January 1950

file

On your roster of PDZ personnel, please transfers

from Position #1, Branch 4, to Position

#1, Branch 1.

William V. Brooffrom Position #3, Branch 4, to Position #1, ranch 4.

Originators

ton S. Garden Deputy Chief, PDZ/SEA

> neconoutinge accomplished in P.C. 9 Jebs of F.C.

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Federal Bureau of knoestigation United States Department of Instice

Mashington, D. C. July 9, 1948

Broe, W. V.

Mr. William J. Kolly Chief, Personnel Branch Central Intelligence Agency 2430 & Street, Northwest Washington 25, D. C.

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Dear Mr. Kelly:

In accordance with your request dated June 21, 1948, there tre transmitted herewith the Official Personnel Felder and Leave Record Card, Standard Form #1137, of Er. William V. Broe, a former employee of this Eureau whose resignation was effective at the close of business

Sincerely yours,

Enclosures

ohn Sdgar Hoover Director

#### ASSESSMENT DESCRIPTION FORM

(This form fully completed (see note wat bottom of sheet) in duplicate must accompany request for admission of student to Assessment or Training Classes)

Request for: (a) Assessment
(b) Training
Student's name in full: William Vincent Broc
Cover name if necessary: Date: 28 June 1948
Age 35 Sox Halo Narital Status: Married Branch: F63 Dock: Undetermin
Specific station to which candidate is going: Washington staff. Area interest will for consultation call: be specified prior to 23 August 1948
Training Liaison Officer Phone Extension Bidg Room No.  Don S. Garden 2546 Care Supervising Candidate Phone Extension Bidg Room No.
Has Security Check been completed? Yes
Type of Covers Govt. Official; Professional; Business; etc.)
Title of projected assignment: (a) Intell. Officer (Ops) (b) CR interests
Civil Service classification and salary level of projected position: P-5 (8 61 44.60) What will be the specific duties of the candidate? (a detailed and concrete description is essential, a general job title is not satisfactory):
The specific area in SEA to which he will be assigned will be determined prior
to the start of the new class. Until them, it is requested that he be given
instruction in general Southquet Asia mottors.
What are the promotional opportunities in the projected position?
What will be the administrative or supervisory responsibilities of the candidate?
ir none, write "none") Those incident to a staff nember who, under his division
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Will the candidate work alone or with other people? With others
If the latter, how many and what will be the candidate's actual working relationship, o them(e.g., closely cooperative or relatively independent)?
alosely cooperative
ill the candidate be working directly under a supervising officer?
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f not, how will his work be directed and reviewed?
hat will be the living and working conditions under which the candidate is expected o operate?
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3. subject's eractory address is:  Mrs. William V. Broe (wife)  2116 Lexter Avenue  Silver Spring, Maryland Shepherd 2825  Same as above address.
cc.FBZ
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OFFICIAL STATION			Washington, D. C.	
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Attached are two on file in CSO.	o Form 57's; one Form	57 and one	Personal History Statement	
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# Office Memorandum • UNITED STATES GOVERNMENT

TO : Chief, Personnel Eranch

DATE: 17 June 194

FROM : Acting Deputy for Security

SUBJECT: BROE, William Vincent

This is to advise that this office concurs with the immediate appointment of the Subject to duties giving him access to classified information.

FOR THE EXECUTIVE FOR INSPECTION AND SECURITY:

F. L. BANNEPHAN Acting Deputy for Security

## Office Memorandum · United States Government

DATE: June 16, 1943

WILLIAM VINCENT BROS

Reference your memorandum of June 8, Subject as above, requesting security approval on the above named Subject, pending full olearande.

. Please be advised that based upon existing records available to the Security Branch, S.O., provisional security is hereby approved, and a full investigation will be instituted immediately.

Chief, Security Branch, 5.0

10 Ame 1946

MERCHANDUL FOR THE CHIEF, INVESTIGATION DIVISION

SUbJECT: Request for Security Clearance for

Mr. Filliam V. Bros Intolligance Officer P-5 36144.60 030 - GOFB FBE

- 1. It is requested that the security invostigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
- Z. Attached haveto are the required copies of the personal History Statement.
- To Fleads notify this office in writing upon completion of the westing investigation.

6. For security investigation had been initiated in 180.

WILLIAM J. KELLY

Chief, Fersonnel Branch

Augstiements Bead

Form No. 37-104

Dec-1947

Tanta of

8 June 1948

ESSIORANDUM POR THE ADSO

FROM a Chief, Personnel Division, 080

SUBJECT: William Vincent Bros

Subject is currently being processed for the position of Intelligence Officer, P-5, in FBZ and it is desired that he report for duty on 14 Ame 1949.

In vice of subject's employment with the Federal Bureau of Investigation from 1942 to 14 Eay 1949, it is requested that based upon a review of his FMI file he be approved for employment pending full clearance. When subject reports for duty he will be working on classified saterial.

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Approved water Din

June 16,1948, M. J.

Procurement and Placement Division Room. 1/2 North Building

030 Personnel Division FROM:

T):

SUBJECT: BROE, William Vincent

Please forward the complete applicant file on

BROE, William Vincent , who is being

processed for a position in this office or unvotatored-

finds equinat control number 932 ...

Mach the action is completed, you will be modified in order that the control median one to crimollad.

CONFIDENTIAL .

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VIA:	, , , , , , , , , , , , , , , , , , ,		
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Signature of Interviewer

DATE	A distra	194A

TO:

Security Division

FROI:

0 10, Personnol Division

SUBJECT:

William Vincent Bro

Attached hereto are Parconal Mastery Statements in cuplicate submitted by subject in applications for a position with \_ PHS - Intelligence Officer, PeS Washington

Till you please expedite all possible and notify this office madeline of the results.

If at all possible, would like to obtain approval for his entrance on duty on or about due 14.

Atch - 2 PHS

CONFIDENTIAL

## CONFIDENTIAL REPORT OF INTERVIEW

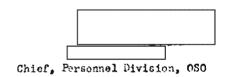
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3 June 1948

#### MEMORANDUM FOR THE RECORD

SUBJECT: William V. Broe

- 1. After discussion with the Chief, FBZ, the undersigned talked with subject today and informed him of the following:
- a. The position which we had to offer was at P-5. Promotion above that classification would come only after experience in the field, and no guarantee could be made of higher rating even after such experience had been gained by subject.
- b. The assignment which we offered him would be in Washington for eighteen months, or perhaps for as long as two years; then probably assignment to a field station.
- c. Due to his past employment with the FBI, we would attempt to obtain approval for his entrance on duty on or about June 14.
- 2. Subject stated that the above was acceptable to him and that he accepted our offer of P-5 position. The undersigned informed Chief, FBZ, of this fact. Processing is being initiated immediately.



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TO : CPD 050 -VII.: Name of Candidate\_ Position Considered for \_\_\_\_ Office Interviewer Awkward..... Personal Dignified..... Natural... Well-groomed.... Slovenly.... Clean.... appearance Wide-Awake..... Stolid.... Apethetic.... Impressive.... Ordinary.. Insignificant Personality Persuasive..... Responsive \_\_\_ Taciturn.... Imperturbable... Steady.... Excitable.... Cheerful..... Tranquil.. Dejected.... Straight-forward Z Evasivo..... Reserved ... Liodest..... Complacent Conceited.... Submissive... Confident. Cominant..... Is education adequate? Yes (-) No ( ) Is language facility adequate? Yes ( )No () Area Knowledge -Frevious/intelligence or related experience\_ keerel agent (resumed) Salary level requested 3 Lowest salary acceptable 3 (45-12) GENERAL RECOMMENDATION: 1. Candidate is not recommended for employment. Reasons: Candidate is recommended, for employment. Justification: three sality - difference -SPECIFIC RECOMMENDATION for employment: Position: 20 - O.ec.o Branch \_\_\_Division\_ Location: Wash Salary level:\_\_\_ RECOMMENDATION as to potential value of candidate to the organization in other thun the position immediately under consideration: FBS- FBZ-(Enter any additional remarks on reverse side.) Signature of Interviewer

CONFIDENTIAL

#### REPORT OF ITTEPVIEW

TO: CPD			1/6/12
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SECRET NOTIFICATION OF ESTAB SHMENT OR CANCELLATION BACKSTOP 4 JUNE 1969 TCHIEF, RECORDS AND CONTROL 943 TO: EMBFOALE MAMBER CHIEF, CONTRACT PERSONNEL DIVISION 156735 ID CARD SUMBER CHIEF, OPERATING COMPONENT (For action) WH ATTN: CHIEF SUPPORT STAFF BACKSTOP ESTABLISHED REF: 26 MAY 1969 X DISCONTINUED FORM: 1322 DATED: BUBJECT BROE, WILLIAM V. IN EFFECT EP=ON+TOP=OF=FILE=WHILE= BLOCK RECORDS CANCELLATION OF [ UNBLOCK RECORDS A. TEMPORARILY FOR EFFECTIVE DATE COB\_ B. CONTINUING AS OF COB SURMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHR 20-7) SUBMIT FORM 642 TO CHANGE LIMITATION CATEGORY. (HHB  $20 \cdot 7$ ) NA ASCERTAIN THAT RETURN ALL OFFICIAL DOCUMENTATION TO CCS. NA DO NOT MRITE IN THIS BLOCK . FOR CCS INTERNAL USE GALY SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS SUBMIT FORM 1323 FOR TRANSFERRING RESPONSIBILITY, (HF-240-20) SUBMET FORM 2688 FOR HOSPITALIZATION CAMP

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MEMORANDUM FOR:	Chief, Record Office of Per		lces Division	
SUBJECT :	William V. Br	<b>DE</b>		
1a	rrangements am	pidapaprocos	occanologica hav	re been com-
pleted for the al	pove-named Sub	ject.		
2. Effectiv	e immediate	ly,	it is reques	ted that your
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4. This can by Mr. E. C. Davi	orandum confir	ms an oral	request of	19 May 59
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	•	The HAI	KY W. LITTLE	JR.
		Chief, C	Central	Division
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cc: 6SD/OS Operating Division

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	-	•	25 March 1959
		_	(Date)
		Ff	le: 943
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MEMORAN DUM	FOR: Chief, Record Office of Per	s and Services Divi	sion
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SUBJECT	: William V. BF	ios,	•
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1.	arrangements and	000000000000000000000000000000000000000	x have been com-
leted for	the above-named Sub		
2. Ef:	Tective 30 March 1	959, it is re	quested that yo
ecords be	roperly	ODOGOGK GCOOCK	woodger Subject'
urrent Ager	cy employment to an	n external inquirer.	•
3. Ope	rating component mu	ust take necessary s	ection to
cooper telep	hone locator by sub	omitting the Personn	el Information
Office File	roller Room 107 Cu	42, to Machine Recor	ds Division, Or
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	s memorandum confir	ms an oral request	of 25 Mar 59
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20 June 1957

] & Liaison, CCB

MEMORANDUM FOR: Chief, Records and Services Division
Office of Personnel

THROUGH: Personnel Security Division
Office of Security

SUBJECT: Mr. William V. Broe

1. \_\_\_\_\_\_ arrangements have been completed for the above named subject. Subject returned from TDY on 12 June 1957.

2. Effective immediately, it is requested that your records be properly \_\_\_\_\_\_\_ subject's current Agency employment by an external inquirer.

CC: PSD/OS

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	O WATTE 72/1
1	(Date)
MEMCRANDUM FCR: Chief, Rec Office of	cords & Services Division Personnel
THROUGH : Personnel Office of	Security Division Security
SUBJECT : Mr. Willi	em V. BROE
1. arrangements subject. for TDY trip to FE	have been completed for the above named area.
2. Effective imm	ediately , it is requested that
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subject's current Agency em	ployment by an external inquirer.
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTE 9 JANUARY 1972

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1747, AS AMENGED, AND A DCI DIRECTIVE DATED 8 DCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT! 10 JANUARY 1971

NEW NAME SERIAL ORGN. FUNDS GRASTEP SALARY BROE WILLIAM V 056735 51 050 GS 18 1 \$36,000

SECRET When filled in 1 JUN 70 353: NOTIFICATION OF PERSONNEL ACTION NAME HAST FINST MIDDLE 056735 BROE WILLIAM V 4 STRECTIVE DATE & CATEGORY OF EMPLOYMENT 05 | 31 70 TRANSFER TO VOUCHERED FUNDS REGULAR 8 19 0 V 10 V CF TO V U 10 U 0235 0620 0000 50 USC 403 ORGANIZATIONAL DESIGNATIONS TO LOCATION OF OFFICIAL STATION DOP /WH OFFICE OF THE CHIEF WASH., D.C. 12 POSITION 13. SERVICE DESIGNATION OPS OFFICER DIV CH 0001 D IS OCCUPATIONAL SERIES 16 GEALE AND STEP IT SALARY OR RATE IA CLASSIFICATIVM SCHEDULE (GS, IA, etc.) G\$ 35505 0135.01 12 18 2526.57.5 SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL CODING 24 Hages 22 DATE OF BATH 126 DATE OF GRADE 127. GASE OF THE WH 51050 10 RETIREMENT CATA SECURITY PEG NO 78 1173 414 565 EOD DATA 14 VI; #67/FEFFICE DATE TO BE STATE SE CAPER CATEGOR TEGIL - MEALTH INSURANCE 40 SOCIAL SECURITY NO 12 80'742 0 5 91 2 15 97 331 2 41 ^ 2E\$ / 2005 2471 15/12 FEOFFAL TAY UATA PREVIOUS CHANAN COMBINERS SERVICE 134 M , # 3 AIAL LAI SIAIC V WO PREVIOUS STRINGE PART ENGUES COM 10 lax trewritors FURN EXECUTED CON HO TAN STATE COD \$ 2 - NO EMEAN OF SENDER \$ 2 PERSON OF SERVICE MESS THAN 3 YEST \$ 2 PERSON OF SERVICE MESS THAN 3 YEST . \*\*\$ 1.145 2 40 2 NO SIGNATURE OF OTHER AUTHENTICATION POSTED SECRET Use Previous

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ACTION 20 Employ CODE Code  56 1()  NIE EXPIRES  WO UA YR  YET PREFERENCE 3  OIL O NOM 2 10 PT  PREVIOUS CIVILIA  OR ON PREVIOUS 1 NO ORGANA 2 BELAN IN S	NUMBER  5 105()  10 SPECIAL M  REFERENCE  6 SEPV. COMP  40 DA  AN GOVERNMENT  19 SEPV.E  19 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E	DING  APPHABITE  WHT  O RETIREMENT CALC CIA FICA MONTH TO SERVICE  1 SERVICE  1 445.	75 SIATION CODE  75 O 13 NI DATA CODE  3 COMP DA DA NI DATA CODE DA NI DATA CODE CODE CODE CODE CODE	31. SEPARATION DATA CODE  31. SEPARATION DATA CODE  CAR RIS. PROV. HAMP  AT 43  HORS. EXPENSED  1 VES  1, HO	14 hay 1 23 041 1 00 1 00 1 10 1 10 1 10 1 10 1 10	DA 12  Bitation Data DA 64,  FEGLI / HEALTH D MAINER 1  1 - res	POD DATA  PASURANCE PRAIR AS COM  144 STA	NO (A)  33 SECURITY REQ NO  10. SOCIAL SE	04 SEX
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ACTION 20 Employ Code Code Code TO NIE EXPIRES AD UA YR YET PREFERENCE 3 TO NON1 2 POP PREVIOUS CIVILIE CO NO PARTICULA TO NO PARTICULA TO NO PARTICULA TO NO PARTICULA TO POPERTICULA TO	NUMBER  5 105()  10 SPECIAL M  REFERENCE  6 SEPV. COMP  40 DA  AN GOVERNMENT  19 SEPV.E  19 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E  10 SEPV.E	DING  APPHABITE  WHT  O RETIREMENT CALC CIA FICA MONTH TO SERVICE  1 SERVICE  1 445.	75 SIATION CODE  75 O 13 NI DATA CODE  3 COMP DA DA NI DATA CODE DA NI DATA CODE CODE CODE CODE CODE	31. SEPARATION DATA CODE  31. SEPARATION DATA CODE  CAR RIST PROV HAMP  AT 43  HORN EXPERITED  1 VES  1 HO	24   100   25   001   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100   100	DA 12  Bitation Data DA 64,  FEGLI / HEALTH D MAINER 1  1 - res	EOD DATA  INSURANCE INALE AS CON  1 155 1 155 2 NO.	NO (A)  33 SECURITY REQ NO  10. SOCIAL SE	24 SEA
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1749, AS AMENDED, AND A DCI DIRECTIVE DATED B OCTUBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME SERIAL ORGN. FUNDS GRASTEP

SALARY

\$35,505

BROE WILLIAM V

056735 51 050 CF GS 18 1

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-206 AND EXECUTIVE ORDER 11474 PUPSUANT TO AUTHORITY OF DC1 AS PROVIDED IN THE CIA ACT OF 1949, AS AMENLED, AND A DC1 DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

MAME

SERIAL ORGH. FUADS GR-STEP

NEW SALARY

BROE WILLIAM V

956735 51 050 CF 65 18 1

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"PAY ADJUSTMENT IN ACCORDANCE WITH THE SUPPLEMENT, TO THE BUDGET FOR 1970, ON EXECUTIVE, LEGISLATIVE AND JUDICIAL SALARY RECOMMENDATIONS SUBMITTED 15 JANUARY 1969 AS AUTHORIZED BY PL 90-206, THE FEDERAL SALARY ACT OF 1967."

**PAY CHANGE NOTIFICATION** 

Form 560 Mig 345 Obsolete Previous

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY AUJUSTMENT: 14 JULY 1968

NAME

DLO NEW SERIAL ORGN. FUNDS GR-STEP SALARY SALARY

BROE WILLIAM V

056735 51 050 CF GS 18 1 \$27,055 \$28,000 \*PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS A MENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.\*

EFFECTIVE DATE OF PAY ADJUSTMENT! 8 OCTOBER 1967

NAME SERIAL ORGN, FUNDS GR-STEP SALARY SALARY
BROE AILLIAM V 056735 51 050 CF GS 18 1 \$25,890 \$27,059

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURGUANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DOL DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT! 3 JULY 1900

NAME SERIAL ORGN, FUNDS GR-STEP SALARY SALARY

BROE WILLIAM V 056735 51 050 CF GS 18 1 \$25,382 \$25,890

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 8 OCTOBER 1962."

#### EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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NOTIFICATION OF PERSONNEL ACTION

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

CDADE		,	Per A	lnnum	Rate	s and	Steps			
GRADE -	1	2	3	4	5	6.	7	8	9	10
	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190		\$4,420
GS- 2	3,680									4,805
GS- 3	4,005								5,085	5,220
US-4	4,480	4,630								
GS- 5	5,000	5,165			5,660		5,930	6,155	6,320	6,485
GS- 6	5,505	5,690			6,245	6,430	6,515			7,170
GS- 7	6,050	6,250	6,450			7,050			7,650	7,850
GS- 8	6,630	6,850	7,070							8,610
GS- 9		7,465								
GS-10	7,900	8,170	8,440		8,980				10,060	
GS-11	8,650	8,945					10,420			
GS-12										
GS-13	12,075	12,495	12,915	13,235	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	15,620	17,110	17.600	18,090	18,580
GS-15	16,460	17,030	17,600	18,170	18,740	19.310	19,820	20,450	21,020	21,590
GS-16	18,935	19,590	20,245	20,900	21,555	22,210	22,865	23,520	24,175	
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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAY HT = 792 AND DCI MEMORANDUM DATES 1 AUGUST 1956 . SALARY IS ADJUSTED AS ECLLOWS. EFFECTIVE 14 OCTOBER 1962

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

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SEGNET STANDARD FORM \$2 UNVOLCHERED REQUEST FOR PERSONNEL ACTION REQUESTING OFFICE: Fill In Items 1 through 12 and A through D except 68 and 7 unless otherwise Instructed. If applicable, obtain resignation and fill in separation data on reverse. 1. DATE OF MATE L RAME (Mr. - Miss - Mrs - One given name, initial(s), and surname) Mr. Villiem V. BROS 19 May 1954 & MATURE OF ACTION REQUESTED: A PROPOSED: Reassignment (Correction)\*
Libition (Specify whether establish, change grade or title, etc.) 7 June 1953 & POSITION TITLE AND I. O. (Deputy Chief) 8 #2 Chief of Station CHA JOAND JOICE A 69-132-14 \$9800.00 per annum 08-132-14 \$9800.00 per annum DDP/FE FE-+ External Unit A Office of IL HEADQUARTERS A REMARKS (Uso reverse if necessary) **CEPARTMENTAL** DEPARTMENTAL 12 FIELD OR DEPARTMENTAL D. REQUEST APPROVED B B. Stoufsith BY (Name and title) Position Control C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Ext. 8657 13. VETERAN PREFERENCE 14 POSITION CLASSIFICATION ACTION. NEW VIEE I. A REAL WWI OTHER S PT. 10 POINT PISAB OTHER 15 RACE T. APPROPRIATION 20 LEGAL RESIDENCE CLAIMED PROVED , FROM 4-3780-55-006 STATE: 21. STANDARD FORM 50 REMARKS This action corrects Reassignment notification dated 26 Feb. 53, to delete the Status, previously shown. This section also corrects Item's #8 and 10, to show the correct From side of the action. 22. CLEARANCES INITIAL OR SIGNATURE REMARKS. B. CEIL, OR PUS. CONTROL C. CLASSIFICATION D. PLACEMENT, OR EMPL.

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OCTOBER 1988

FROM VICETAR BY

B. A. CIVIL SEVERIE COMMISSION

MARTER BY, TERRARD MERSONNEL MON

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#### CENTRAL INTELLIGENCE AGENCY

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#### CENTRAL INTELLIGENCE AGENCY

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UNITED STATES

GIVIL SERVICE COMMISSION
OCTORES 1946

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### CENTRAL INTELLIGENCE AGENCY

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Ar. Villiam V. Broo			# 407		10-28-49
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CIVIL SERVICE COMMISSION
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## CENTRAL INTELLIGENCE AGENCY

# NOTIFICATION OF PERSONNEL ACTION 184 (p1) 130

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	Ė			1 April 1949	
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## CINTRAL INTELLIGENCE AGENCY

# NOTIFICATION OF PERSONNEL ACTION (20) 130

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19 May 1972

## MEMORANDUM IN LIEU OF ANNUAL FITNESS REPORT FORM

Name: William V. Broe (056735)

Date of birth:

Sex: M

Grade: GS-18

SD: D

D: L

Ops Officer - Division Chief

Current station:

Official Position Title:

Headquarters

Type of Report:

Reassignment

Reporting period:

1 April 1972 - 27 January 1972

From April 1971 to January 1972, Mr. Broe continued to serve as Chief of WII Division. He then was promoted to the role of Inspector General. During the final months of his long service as Chief, WHD, he continued to provide the wise and enlightened leadership that we had come to expect. The Agency is fortunate in having a man of his judgment and ability in a post a comportant as the Inspector General.

Cord Meyer, Jr.

Assistant Deputy Director for Plans

I have noted this report.

William V. Due

William V. Broe, C/WH

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COMMENTS OF REVIEWING OFFICIAL:

Fully agree.

Date Date

4...

Thomas H. Karamessines Deputy Director for Plans

Section

20 April 1971

## MEMORANDUM IN LIEU OF ANNUAL FITNESS REPORT FORM

Name:	William V. Broe (056735)
Date of birth:	
Sex:	Male
Grade:	GS-18
SD:	D
Official Position Title:	Ops Officer Division Chief
Current station:	Headquarters
Type of appointment:	Career
Type of report:	Annual
Reporting period;	1 April 1970 - 31 March 1971

During the reporting period, Mr. Broe has continued to serve as Chief of the WH Division. In this period, he has had to cope with the many crises and confrontations that typify his area, the Allende victory in Chile to successive coups in Bolivia, and growing urban terrorism in many countries. It is difficult to fault his performance in the handling of these complex challerges. He has exceed the complete respect of his subordinates and, as an acute and humane judge of character, he knows the strengths and weaknesses of his station chiefs and how to extract the best from them.

Under his leadership, high-level throughout the hemisphere have been maintained and increased, and he has planned ahead effectively to cope with the increasing Soviet diplomatic presence.

Under his supervision, the budget, program and project submissions of his Division have been effectively presented and defended before reviewing authorities.

Innumerable crash requests for memoranda on a wide range of topics from the White House have been met promptly and satisfactorily.

On the substantive side, he has kept himself abreast of the rapidly changing Latin American scene and on policy matters, his judgment and advice are relied upon at the Assistant Secretary level in the Department of State and the White House.

The high morale of his Division is a tribute to his ability and, on the whole, his performance remains "Outstanding,"

Cord Meyer, Jr.

Assistant Deputy Director for Plans

I have noted this report.

William V. Brue

C/WH

Comments of reviewing official:

Correm.

Deputy Director for Plans

27 APR 1971

#### MEMORANDUM IN LIEU OF ANNUAL FITNESS REPORT FORM

25 April 1969 William V. Broe (056735) Name: Date of birth: Male Sex: Grade: GS-18 SD: Ops Officer Division Chief Official Position Title: Headquarters Current station: Type of appointment: Career Type of report: Annual 1 April 1968 to 31 March 1969. Reporting period: During the reporting period, Mr. Broe has continued to serve as Chief of the WH Division. Under his leadership and due to his excellent judgment in the selection of key personnel, the Division has improved its performance both in the collection of significant intelligence and in its conduct of complex covert action operations. Due to high level throughout the hemisphere, he has kept the Division well ahead of the game in dealing with the diverse subversive movements This result is due in considerable measure to Mr. Broe's managerial skills. Mr. Broe's judgment has been relied upon by both the White House and the Assistant Secretary level in the State Department in dealing with the policy aspects of successive crises. He has been consistently cost conscious, and his performance on the while has been outstanding. Cord Meyer, Jr.

Assistant Deputy Director for Plans

I have noted this report.

Comments of reviewing official:

Thomas H. Karamessines Deputy Director for Plans.

19 MAY 1039

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22 April 1970

## MEMORANDUM IN LIEU OF ANNUAL FITNESS REPORT FORM

Name:	William V. Broe (056735)
Date of birth;	
Sex:	Male
Grade:	GS-18
SD:	<b>D</b>
Official Position Title:	Ops Officer Division Chief
Current station:	Headquarters
Type of appointment:	Career
Type of report:	Annual
Reporting period:	1 April 1969 to 31 March 1970

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new and well placed agent assets. He has supervised effectively Divisional planning designed to exploit to the maximum the opportunities presented by the increasing presence in the area. During the year, political shifts in Peru and Bolivia have served to dramatize the danger of too extensive a reliance and Mr. Broe has moved to reduce the profile of our The high morale in his Division comes from the widespread knowledge that good performance is recognized and that career advancement is based on ability rather than any form of favoritism. On policy matters, his judgment and advice is sought and relied upon at the Assistant Secretary level in the Department of State and the White House. He is a careful and frugal manager in the allocation of increasingly scarce resources and on the whole his performance has been "Outstanding." Cord Mayer, Jin Assistant Deputy Director for Plans Comments of reviewing official:

THana

Thomas H. Karamessines Deputy Director for Plans

1 6 MAY 1970

SEGRET

MEMORANDUM IN LIEU OF FITNESS REPORT FORM

22<sup>-</sup>April 1968

Name: William V. Broe (056735) .

Date of birth:

Sex: Male

Grade: GS-18

SD:

Official Position Title: Chief, WH Division, DDP

Current station: Headquarters

Type of appointment: Career

Type of report: Annual

Reporting period: 1 April 1967 - 31 March 1968

During the reporting period, Mr. Broe has continued to serve as Chief, WH Division. In that capacity he has a large number of important field stations under his command and he has handled them with excellent judgment. He is a wise judge of men and their differing abilities and knows how to extract the best from those who work for him. He has taken the time to read widely regarding the problems of his area and he has been most effective in his dealings with policy levels at State. His performance has been an outstanding one and is reflected in the steadily improving contribution that his Division has made over the past year.

Assistant Deputy Director for Plans

I have noted this report,

Comments of reviewing official:

Thomas H. Karamessines

Deputy Director for Plans

#### MEMORANDUM IN LIEU OF FITNESS REPORT

12 April 1967

Name: William V. BROE

Date of birth:

Sex: Male

Grade: GS-18

SD: D

Official Position Title: Chief, WH Division, DD/P

Current station: Headquarters

Type of appointment: Career

Type of report: Annual

Reporting period: 18 May 1966 - 1 April 1967

- 1. This is a letter fitness report on Mr. Broe as Chief of the WH Division from 18 May 1966 to date.
- 2. In the last fitness report on Mr. Broe I commented that "he is easy to work with, exercises the soundest of judgements, maintains excellent relations in the community and will without question turn in a really fine performance as Chief, WH Division." Nothing has happened in the course of the past year to require any change in that comment and prediction. Although the crisis has subsided since the last report, we are not entirely out of the woods there, and there are several other situations in the Western Hemisphere which have been simmering smartly and which have

required deft handling. Mr. Broe has handled these excellently, while at the same time he has looked after the normal command and administrative requirements of the Division effectively. He stays in close touch with his key personnel, and keeps himself fully informed of their operations. His community relationships are good and he is held in high esteem by his collaborators in the Clandestine Services. All in all, one must rate Mr. Broe's performance during the last year as outstanding.

> Thomas H. Karamessines Assistant Deputy Director for Plans

I have noted this report.

Comments of reviewing official:

Desmond Fitz

Deputy Director for Plans

#### MEMORANDUM IN LIEU OF FITNESS REPORT

18 May 1966

	20 21211, 2,00
Name: William V. BROE 056735	. •
Date of birth:	
Sex: Male	· .
Grade: GS-18	
SD: D	2
Official Position Title: Chief, WH Division, DD/P	
Current station: Headquarters	4
Type of appointment: Career	•
Type of report: Annual	
Reporting period: July 1965 to date	

1. This is a letter fitness report on Mr. Broe as Chief of the WH Division from July 1965 to date.

2. Mr. Broe's file is replete with the highest estimates of his capabilities and performance in the several positions of responsibility he has held in the Clandestine Services. Until coming to the WH Division, his entire career with the Clandestine Services, dating back to 1948, had been in the Far East area. He served as Chief of our Station and later of our Station in which latter position he distinguished himself. He was brought in to take over the WII Division when the Chief of that Division became the DD/P. That in itself was an eloquent admission of the esteem in which his capabilities are held. His performance in the WH Division has fully lived up to this evaluation. He took over the Division just after the Agency had become immersed in the crisis. At the same time, a dozen other problems of one kind or another required the most serious attention. He has made several field trips to his area of responsibility and has shown his usual skill in getting the most

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out of his collaborators. He is easy to work with, exercises the soundest of judgments, maintains excellent relations in the community and will without question turn in a really fine performance as Chief, WH Division.

Thomas H. Karamessines
Assistant Deputy Director for Plans

I have noted this report.

Millam V. Broe

Comments of reviewing official:

Desmond FitzGrald
Deputy Director for Plans

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# MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT	RROF	William	v	11	Anril	1064	- 21	Massah	1045
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1. Mr. Broc's performance as Chief of Station, during reporting period is best described as outstanding.	the
2. For over two years, Mr. Broe has struggled with the problin of reducing the size of the Agency's mission and of developing appropriate areas of clandestine concentration. During the past year has effectively gotten the whole mechanism to work, with a marked it in foreign intelligence and an unprecedented emergence of the Station through contacts he and his associates have developed, as a channel political action. Through his skillful assistance to and cultivation of Mr. Broe has placed CIA in a position in where the Chief and the Agency are accepted by the top levels of the as a useful channel and as a dependable organization for collaboration high level connection is of tremendous value in advancing political into objectives as well as an essential tool for indirect and unofficial man of situations of key interest to both the and the U.S. governments.	ng r, he ncrease l, for the hc-Station 1. This celligence ipulation
3. In the management of the Station, Mr. Broc continues to be effective self. He is able to get a good deal of mileage out of the per assigned to him and to increase their effectiveness through his own peleadership. In all this, he has displayed an excellent sense of cost of the management of the Station.	sonnel ersonal
4. In sum, Mr. Broe has brought tation under his tenur new role appropriate to the changing times. CIA along with the U.S. s now in a better position to deal with an which is not through its own eyes.	
Deputy Chief, Far East Division	
his fitness report will be shown o Mr. Broe when he returns to eadquarters.	
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BROE, William V.

Comments of Reviewing Official:

Fully concur with the above. Mr. Broe is obviously one of the top-level officers of our service. He is effective in management, analysis and personal operations.

Signature of Reviewing Official:

E. Colby

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Date

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## MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: BROE, William V. (12 February 1963 - 31 March 1964)

1. Mr. Broe's performance as Chief of Station,

period 12 February 1963 to 31 March 1964 can be characterized as strong. 2. Mr. Broe has effectively directed the operations of a station with many targets. He has concentrated the potential represented by the personnel under his authority on the most important targets and firmly discarded marginal activities. In his supervision of the work of the sub-units of his station, such as the section and section, he has been effective in encouraging them to vigorous activity but has also asserted the necessary control and guidance from his level. Mr. Broe has maintained excellent relationships with other American services and his coordination process is a model. He has at the same time maintained personal contacts with leading both official and unofficial, and has used these both for intelligence and for action purposes. He has wisely targetted the covert action potential of the station toward critical targets and deliberately eliminated marginal efforts. Mr. Broe has on his own initiative made certain recommendations for the reduction of the personnel and expenditures of his station to help meet crises in other areas. In all of this activity. Mr. Broe has reaffirmed his qualities of kindership and supervisory capacity and has demonstrated a full consciousness of the importance of cost.

Chief, Far East Division

This fitness report will be shown to Mr. Broe when he returns to Headquarters.

Sire Avs 3 1949

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BROE, William V.

Comments of Reviewing Official:

Signature of Reviewing Official: Thomas II. Karamessines

MEMORANDUM FOR: Director of Personnel

SUBJECT:

Fitness Report - Mr. William V. Broe

13-17

1. This memorandum in lieu of Fitness Report
is submitted on Mr. William V. Broe, Chief of Station,
to cover the period 1 June 1961 to 11 February
1963.

Mr. Broe has directed one of the most complicated and important stations in the Far East area with his accustomed skill, intelligence and delicacy. He has conducted a major reorganization of the Agency's activities in \_\_\_\_\_ and substantially reduced its total commitment there. At the same time he has kept a firm eye on the need for coverage of important targets and has been particularly severe with non-essential or marginal activities. In the Station itself he has directed a complicated structure, with perhaps the largest number of cases (with all the difficulties they bring) in the area. He has maintained the Station's relationship and contacts with the Ambassador and the Embassy in an excellent manner, it is now considered a full partner in affairs by the Ambassador. He has maintained extensive and agencies and important \_\_\_ \_\_\_ contacts with at the same time kept a high degree of effort on the in the area. He has been particularly effective in managing our relationships with the U.S. military intelligence Headquarters covering the Far East which are In all of these he has been firm and intelligent in his approach.

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3. In sum, Mr. Broe continues the highly efficient performance of his duties, which could be characterized between strong and outstanding.

This Zitness Report will be shown to Mr. Broe upon his return to Headquarters.

Chief, Special Affairs Staff

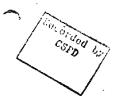
Reviewing Official:

Thomas II. Karamessines

The above report has been seen by:

William V. Broe

SEGIET



22 June 1961

MEMORANDUM FOR: Director of Personnel

SUBJECT:

Fitness Report - Mr. William V. Broe

- 1. This memorandum, in lieu of Fitness Report Form 45, is submitted on Mr. William V. Broe, former Deputy Chief, Far East Division, to cover the period 25 July 1960 through 1 June 1961.
- 2. An evaluation was prepared by the writer concerning Mr. Broe's performance as Deputy Chief, Far East Division for the period March 1959 to 25 July 1960. Mr. Broe's performance as Deputy Chief, Far East Division during the course of the past year has fully measured up to the statements which I made in the last fitness report and I have no reason to alter my description of his performance in any way.

Desmond FitzGerald Chief, Far East Division CSPD CSPD

2 G JUL 1960

MEMORANDUM FOR: Director of Personnel

SUBJECT:

Memorandum in lieu of Fitness Report of Mr. William V. Broe, GS-16, covering period from March 1959 through 25 July 1960.

Subject is an outstanding manager in the Clandestine Services field. His operational judgment is wholly reliable, he grasps and retains complex details and produces sound and intelligent solutions to operational problems. He is very strong in administration and is particularly adept at personnel management. He has a deep and encyclopedic knowledge of the people in the Fac East Division; his approach is personal and sympathetic but his hand is firm when firmmens is required. He has been particularly successful in solving personnel assignment problems by matching capabilities to requirements.

In his present job as Deputy Chief of an area division, I do not believe that subject has an equal. This would entitle him, in my opinion, to a rating of "7" in Section B of the Fitness Report form.

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As I have indicated in previous fitness reports, subject, after long service as a division and field station deputy, deserves, and is fully qualified, to become chief of a major field station. I am in the near future commencing to process such a proposal. My opinion is that his performance in such an assignment should not fall short of "6" on a scale of seven.

Desmond FitzGerald Chief, Far East Division

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22 June 1961

MEMORANDUM FOR: Director of Personnel

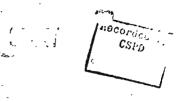
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Fitness Report - Mr. William V. Broe

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Desmond Fit Garald Chief, Far East Division

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Desmond FitzGerald Chief, Far East Division

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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Strong the and weaknesses demonstrated in current position. Indicate suggesticating the properties to suprevenent of his work. Give recommendations for his training. Describe, if appropriate, his potential for development of the systeming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B. C. and D to provide the besides is for determining future personnel actions.

Subject is so well qualified to meet the requirements of theputy chief of a large area division that there may well be a tendency to lose sight of his ability to run an organization of his own. This capability was amply demonstrated when he was chief of the China Branch of FE Division.

Subject is unusually strong as a supervisor. His flair for warm but impartial relationships with subordinates has enabled him to develop a first-hand understanding of the capabilities, shortcomings and problems of a very large proportion of all FE personnel. His direction of personnel does not lack firmness but is expressed in such a way that feelings are considered and best results are achieved.

Subject's operational judgment is entirely reliable. He has an encyclopedic know-ledge and understanding of the Division's operations and a full grasp of political implications throughout the area.

I have noted no weaknesses in Subject which would inhibit his successful assumption of increasing responsibilities.

This report has been prepared in accordance with FE Division standards which represents the analysis of ration the individual against the group III and according reflects an entirely satisfactory performance.

SECTION F	CERTIFICATION AND CO	MMEN I S
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FITNESS REPORT (Part I) PERFORMANCE	
INSTRUCTIONS  ENR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.	
PIR DIE SEERVISHE: this report is designed to help you express your evaluation of your subordinate and to tribis evaluation to your supervisor and senior afficials. Organization policy requires that you inform the subnate where he stands with you. Completion of the report can help you prepare for a discussion with him a strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee a under conditions specified in Regulation 20-379. It is recommended that you read the entire form before completed any question, if this is the initial report on the employee, it must be completed and forwarded to the Officeronnel no later than 30 days after the date indicated in item 8, of Section "A" below.	medi of hi
SECTION A.  GENERAL  1. NAME (Last) (Pices) (Middle) 2. DATE OF BIRTH 3. SEX 4. SERVICE DESIGN	
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F HAVE DIRCUSEED BITH THIS EMPLOYEE - FS STREBSTMS	-
23 May 1958 v Chief, Far East Divisio	
2. FOR THE REVIEWING OFFICIAL. RECORD AND SUSTENTIAL DIFFERENCE OF OPINION WITH THE SUPERVIDOR, OR ANY OTHER	
FORMATION, WHICH WILL LEAD TO A DESTITE UNDERSTANDING OF THIS REPORT.	
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13 Jun 1958 OFFICIA Richard Helms Chief of Operations, DD/1	>
SECTION C. JOS FERFORMANCE EVALUATION	
HATTING ON GENERAL PERFORMANCE OF DUTIES  DEFECTIONS: Consider CNLY the productivity and effectiveness with which the individual being rated has perfect us duties during the rating period. Compare him CNLY with others doing similar work at a similar level of respectibility. Factors other than productivity will be taken into account later in Section D.	
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b. Nate reformance on each specific duty core. For supervisors, ability in supervise will not supervise a secretary only).  d. Compare in your mind, when possible, the similar level of responsibility.  e. Two individuals with the same job title duties.  Be specific. Examples of the kind of duties.  ORAL BRIFFING GIVING SWINARS  UNITING TECHNICAL REPORTS  CONDUCTING SWINARS  UNITING TECHNICAL REPORTS  CONDUCTING STERNAL LIAISON TYPING  TAKING DICTATION  SUPERVISING	e indivies that a may be es that a MAS AM DEVELOAME OPERATE COOPERS BETTS TO FER TO FER THE TOTAL TOTAL TOTAL TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL THE TOTAL	dual being rated different duties. If so, rate them of specific duty (do not rate as appeared and being rated different duties. If so, rate them of the rated are:  DUSES AREA ENOULEDGE MAIL BURGETS INTERPOGAT PREPARES SUMMARIES TRANSLATES GRAWAY DEDRICEING BOURCES REFT BOOKS BEST INDUSTRIAL REPORTS TRANSLATES GRAWAY DEDRICEING BOURCES REFT BOOKS BEST STATES TRUCK MAINTAINS AIR COMDITIONS BOOKS STATES TRANSLATES SUMMARIES SIGNIFICAL SET IN DOTTOR OFFICES BOOKS BEST STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAINS AIR COMDITIONS BY STATES TRUCK MAINTAIN AIR COMDITIONS BY STATES TRUCK MAINTAI	e duty at n differen
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	POR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career manage									
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SECTION C. JO	B PERFORMANC	E EVALUATION							
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ofvertions Consider Only the productivity	and effective	ness with which	the indi-	eidual beir	ig rated has performed				
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2 RATINGS ON PERFORMANCE OF SPECIFIC DUTIES								
DIRPCTIONS:  a. State in the spaces below up to six of the Place the most important first. Do not inc	more imp	ortant SPECIFIC du Milloda	ormed durage this ratio	e period.				
Place the most important first. Do not inc b. Rate performance on each specific duty cons	liste min	or or unimportent dulies.	2 06 PH •57	4.4.				
b. Rate performance on each specific duty cons c. For supervisors, ability to supervise will	Aleaya b	e rated as a specific duty (	imance of thiswapecitic	ces these				
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d. Compare in your mind, when possible, the similar level of responsibility.	1001446	idas pesus tated mito otras	I Soll Maring . tue . same	quty st s				
e. Two individuals with the same job title	may be s	performing different duties.	If so, rate them on	different				
duties.  f. Be specific. Examples of the kind of dutie	e that on	ight be rated are:	* **					
ORAL BRIBFING	HAS AND	USES AREA KNOWLEDGE	CONDUCTS INTERROGATION	R.S				
GIVING LECTURES CONDUCTING SEMINARS		'S NEW FROGRAMS ES INDUSTRIAL REPORTS	PREPARES SUMMARIES TRANSLATES GERMAN					
WRITING TECHNICAL REPORTS	WANAGES	PILES	DEREIFFING SOURCES					
CONDUCTING EXTERNAL LIAISON TYPING		ES RADIO VATES WITH OTHER OPPICES	REEPS BOOKS DRIVES TRUCK					
TAKING DICTATION	WRITES	REGULATIONS .	MAINTAINS AIR CONDITIO					
SUPERVISING g. For some jobs, duties may be broken down eve		S CORRESPONDENCE or if supervisor considers i	EVALUATES SIGNIFICANCE t advisable, e.g., com					
and phone operation, in the case of a radio								
A JANANSE STANS IN THE SERVICE AND A		Orthon B - Bernhouse Tass	B DUTY IN AN OUTSTANDIR					
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SPECIFIC DUTY NO. 1		SPECIFIC OUTY 80. 6	** ·- ·- ·- ·- ·- ·- ·- ·- ·- ·- ·- ·-	RATING				
Supervision of large operational	NUMBER	Coordinates with	other offices	MUMBER				
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SPECEFFE DUTY NO. 2		SPECIFIC DUTY NO. 5		RATING				
Has and uses area knowledge	RJANUA	Evaluates signifi	cance of data	NUMBER				
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SPECIFIC DUTY NO. \$		SPECIFIC DUTY NO. 6	**************************************	RATING				
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Develops new programs	5							
A MARRATIYE DESCRIPTION OF MANNER OF JOB PERFORMA	AACE	annaka sekuara sah disembilik pakanapadikan dahar dipulansan sampilim pekindi mada						
DIRECTIONS: Stress strongths and weaknesses, part	ticularly	those which affect develop	ment on present job.					
Subject is an extremely well-round	led hi	ghly capable officer.	He has consider	rable				
executive and organizational ability								
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very highly motivated. He tackles								
significant weaknesses have been o			very near the to	pp or				
personnel known to me at the same	grade	level.		1				
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SECTION D. SUITABILITY FOR	R CURREN	T JOB IN ORGANIZATION						
DIRECTIONS: Take into account here everything y	on know	about the individual proc	fuctivity, conduct in t	he job.				
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INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED IMPLOYEE HAS SEEN UNDER YOUR PROTECTIONS

4. COMMENTS CONCERNING POTENTIAL

Subject has the potential to assume greater responsibility. If fully capable of heading an important field station and is also qualified for greater responsibility at Headquarters.

MAIL MOOM

SECTION N.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

A course in management would be useful at some point in his career. Other specialized training would depend on the nature of his future assignments.

NOTE OTHER PACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIQUAL'S PUTURE ASSIGNMEN

Subject is married and has four children aged 11, 9, 7, and 18 months. a dependent mother (age 76).

DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Rend each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

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INDIVIDUAL

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SECKET

INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYER HAS BEEN UNDER YOUR SUPERMISION 12 months

4. COWNERTS CONCERNING POTENTIAL

Subject is a very fine career employee with super-grade potential.

SECTION M.

FUTURE PLANS

TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE 1401VIDUAL

Subject has already had varied and valuable field and headquarters experience. It is planned that he will remain in his present assignment for at least another year. Refresher training prior to another field assignment would be helpful.

E. NOTE OTHER PACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIFICIAL'S PUTAME ASSIGNMENTS

Subject has no unusual personal circumstances at this time which would influence his future assignments. 

i.

DESCRIPTION OF INDIVIOUAL

DIRECTIONS: This section is provided as an oid to describing the individual as you see him so the 10th Interpret the words literally. On the page below are a socies of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Feed each statement and posest is the box the category number which best tells how much the statement applies to the person covered by this secont.

HAVE NOT OBSERVED THIS: HENCE CAN GIVE NO GRINION AS TO HOW THE DESCRIPTION ASSESSED.

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CATEGORY NUMBER

2 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

3 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE

4 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE

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S.	OB- SERVED	DOES NOT. APPLY		IES IMIT	ED	RE	SONAB	ILE	ABOV	ILS T E AVE DEGRE	RAGE	OUT	STAND EGREE	ING ]
A. ABLE TO SEE ANOTHER'S S			$\geq$											=
B. PRACTICAL.									_			-		=
1. A GOOD REPORTER OF EVENTS.									<u>_</u>	<u> </u>		X		
2. CAN MAKE DECISIONS ON MIS OWN			ينيا		,				_		<u> </u>	Ţ.	I	==
S. CAUTIOUS IN ACTION.							<u> </u>				<u> </u>	X.		===
4. HAS INITIATIVE.	, - ; . - ; .				<u> </u>			L		ببمنا	<u> </u>	X		
S. UNEMOTIONAL.									<u> </u>			X		
8. ANALYTIC IN HIS THINKING.			<u>                                     </u>					<u> </u>					X	
7. CONSTANTLY STRIVING FOR NEW RNOWLEDGE AND IDEAS.						<u> </u>							X	
8. GRIS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.			<u> </u>						==				X	
9. HAS SENSE OF HUMOR.			<u> </u>						==		,	X		
IO. KNOWS WHEN TO SEEK ASSISTANCE.			<u> </u>									1.	Х	
11. CALM.					,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,								X	
12. CAN GET ALONG WITH PEOPLE.			<del> </del>									X		
13, MEMORY FOR FACTS.	:												X	
15. KEEPS ORIENTED TOWARD LONG												X		
TERM GOALS.  16. CAN COPE WITH EMERGENCIES.												X		
17. HAS HIGH STANDARDS OF													. X	
ACCOMPLISHMENT. 18. MAS STAMINAL CAN KEEP GOING												Х		
A LITTE TIME.											X			
20. SHOWS CRIGINALITY.				,					<u> </u>			X		
21. ACCEPTS RESPONSIBILITIES.									<u> </u>			Χ		
22. ADMITS HIS ERRORS.													X	
23. RESPONDS HELL TO SUPERVISION.										<u></u>		X		
24. EVEN DISPOSITION.												X		
15. ABLE TO CO HIS JOB BITHOUT							Ĺ	3	<u> </u>		l	X		

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28. CAN THINK ON HIB FEET. X PROBLEMS. STIMULATING TO ASSOCIATES. A X 28. TOUCH MINDED. 10. OBSERVANT. I X 12. CLEAR THINKING. I 13. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS. B4. EVALUATES BELF REALISTICALLY. 38. WELL INFORMED ABOUT CURRENT 36. DELIBERATE. ST. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. SA. IMPLEMENTS DECISIONS REGARD-LESS OF OWN FEELINGS. X. 39. THOUGHTFUL OF OTHERS. 40. WORKS WELL UNDER PRESSURE. 41 DISPLAYS JUDGEMENT. 42. GIVES CREDIT WHERE CREDIT IS X DUE. X 43. HAS DRIVE. 44. IS SECURITY CONSCIOUS. X 45. VERSATILE. X 46. HIS CRITICISM IS CONSTRUCTIVE. X 47. ABLE TO INFLUENCE OTHERS. 48. FACILITATES SMOOTH OPERATION OF HIS OFFICE. 48. DOES NOT REQUIRÉ STRONG AND CONTINUOUS SUPERVISION. X SO. A GOOD SUPERVISOR.

A. WHAT ARE HIS OUTSTANDING STRENGTHS!

Dependability and ability to accomplish assigned duties with the minimum of supervision and guidance; enthusiasm for his work.

B. WHAT ARE HIS OUTSTANDING WEAKNESSEST

None observed

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SECTION V

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C. INDICATE IF YOU IMING THAT ANY SINGLE STRENGTH OR WE	ARNESS DUTHEIGHS ALL OTHER CONSIDERATIONS
	OFFICE OF PERSONNEL
See Section V - A	Obligation .
D. OO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?	APR 3' 1 57 PH '56
•	MAIL ROOM
E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	THE RELEASE OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF
As Required by Agency Regulations	
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F. OTHER COMMENTS (Indicate here general traits, specific report but which have a bearing on effective utilizat	
SECT	······································
	n the most appropriate box under subsections A.B.C.AD
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Boord upon what he has said, his actions.
person has performed the duties of his job and rate him accordingly,	and any other indications, give your opinion of this person's attitude toward the egency.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS	1. MAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
INCOMPETENT	WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST, OPPORTUNITY.
HAS HAD SPECIFIC GUIDANCE OR TRAINING. HE	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	THEO BY PERTRICTIONSREGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	OCTTER.
SIONALLY REVEALS SOME AREA OF WEAKHESS.	7. TENDS TO MAYE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY BOTHERED BY MINON FRUSTRATIONS
4. PERFORMS SUTTES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.	#ILL QUIT IF THESE CONTINUE.
S. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS	a. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT
RESPONSIBILITIES EXCEPTIONALLY WELL.	SOMEONE OFFERED HIM SOMETHING BETTER.
MANNER THAT HE IS EQUALLED BY FEW OTHER PER-	S. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY
SONS KNOWN TO THE RATER. IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME	MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY MORITING FOR AGENCYTHINKS IN TERMS OF A CA-
OTHER AREA?	DEER IN THE AGENCY.
	6. LEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY. BARRING AN UNEXPECTED OUTSIDE OPPOR-
	TUNITY, WILL PROBABLY ENDEAVOR TO MAKE A
•	CAREER IN THE AGENCY.
	7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY WILL PROBABLY NEVER CONSIDER WORKING ANY
•	PLACE BUT IN THE AGENCY.
B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	D. Ditterions: Consider everything you know about this person is making your rating, shift in job duties,
potentiality for assumption of greater responsibili-	conduct on the job, personal characteristics or
ties normally indicated by promotion.	habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
SATISFACTOR! PERFORMANCE CAN BE EXPECTED.	
2. 18 MANING PROGRESS, BUT HEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC-
GRADE CAN BE RECOMMENDED.	A BARFLY ACCEPTABLE EMPLOYEE DEFINITELY BELOW
3. IS READY TO TAKE ON RESPONSIBILITIES OF THE	AVERAGE BUT WITH NO WEARNESSES SUFFICIENTLY OUTSTANDING TO WIRRANT HIS SEPARATION.
NEXT HIGHER GRADE. BUT MAY WEED TRAINING IN SOME AREAS.	DUTSTANDING TO MERHAN HIS SEPARATION.
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	BILITY AS MOST OF THE PEOPLE I KNOW, IN THE
. RESPONSIBLE CUTIES OF THE NEXT HIGHER GRADE.	S. A FINE EMPLOYEE . HAS SOUS OUTSTANDING
HIGHER GRADE.	STRENGINS.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW	4. AN UNUSHALLY STRONG PERSON IN TERMS OF THE
WIND SHOULD BE CONSIDERED FOR RAPID ADVANCE-	PEQUIPEMENTS OF THE AGENCY.  7. EXCELLED BY CHLY A FEW IN SUITABILITY FOR WORK
	IN THE AGENCY.
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OS-15  DUE DATE OF THIS REPORT  7. PERIOD COVERED BY THIS REPORT (Inclusive deces)  30 November 1954  SECTION 11 (To be completed by field supervisor)			11.4 (9)		<u> </u>	Franklammunkiriya,	
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On the left hand side of the page see four major categories of descriptions. The scale within sell infrared is distinctions if you so desire. Look hide states and in three small blocks; this is to allow you to make finer distinctions if you so desire. Look hide states were on the left of them check the category on the right which best tells how much the atgremant applies to the perman you are resting. Placing an "X" in the "Not Observed" column means you have no difficultion on whether a phrase applies to an individual, Placing an "X" in the "Does Not Apply" column means that you have lifegalimite opinion that the description is not at all suited to the individual. CATEGORIES STATEMENTS APPLIES TO A REASUNABLE DEGREE APPLIES TO AN APPLIES TO AN ABOVE AVERAGE OUTSTANDING APPLIES TO A LIMITED DOES NOT OB-SERVED DEGREF DEGREE A. ABLE TO SEE ANDTHER'S POINT OF VIEW. B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. X 2. CAN MADE DECISIONS ON HIS OWN THEN MEED ARISES. X 3. CAUTIOUS IN ACTION. X 4. HAB INITIATIVE. Ï B. UNEMOTIONAL. X &. ANALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR NEW ENOULEDGE AND IDEAS. 8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. X . HAR SENSE OF HUMOR. X TO. KNOWS WHEN TO SEEK ASSISTANCE. X IT. CAUM. X 12. CAN GET ALONG WITH PEGPLE. X. 13. MENORY FOR PACTS. X ta. GEER THANGS DONE. 13. NEEPS ORIENTED TOWARD LONG TERM GOALS. X 18. CAN COPE WITH EMERGENCIES. X 17. HAS HIGH STANDARDS OF ACCUMPLISHMENT. X 13. HAS STAMINAL CAN KEEP SOING A LONG TIME. X 18. HAS BIDE RANGE OF INFORMATION X BO. SHOWS ORIGINALI,TY. X 21. ACCEPTS RESPONSIBILITIES. 22. ADMITS HIS ERHORS. χ 23. RESPONDS WELL TO SUPERVISION. X

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37. EFFECTIVE IN DISCUSSION ASSOCIATES.	_			<del> </del>	<u>L</u>		<u> </u>							X	
28. IMPLEMENTS DECISIONS PE- LESS OF OWN PEELINGS.	GARD.			<u> </u>	<u> </u>	<u> </u>	<u> </u>								X
39. THOUGHTFUL OF OTHERS.		-	~~~	<u> </u>		<u> </u>			: .						X
40. WORKS WELL UNDER PRESSU	PE.			<u> </u>	Lij	- :					-		].	X	
41 DISPLAYS JUDGEMENT,				<u> </u>	<u>                                     </u>								<u> </u>		X
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46. MIS CRITICISM IS CONSTRU	CTIVE.									<u>-</u> -	<u></u> L				<u>X</u>
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44. FACILITATES SMOOTH OPERA OF HIS OFFICE.	J-7. 1	-;	71.55	l	l		<b>[</b>				<u></u> L				X.
49. DOES NOT RECITIES STEAMED CONTINUOUS SUPERVISION.							[		:}						<u></u>
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#### A. BHAT ARE HIS OUTSTANDING STRENGTHS!

Subject is a superior employee with the highest qualities of lendership and professional attainments. Although imaginative and fully capable of innovation, his assigned role is to act as the balance wheel of the Mission Headquarters and to maintain a smooth continuity in management and operations. Forhaps his outstanding strengths are his reliability, his mature judgment, and his particularly marked ability to deal with people at all levels. A team player.

#### B. WHAT ARE HIS OUTSTANDING WEAKNESSEST

Subject has no cutstanding weaknesses. Although primarily experienced in KUFIRE, he has developed a feel for KUGOWN and KUHOOK. He is capable of assuming the responsibilities of a mission or the equivalent.

	SECRET OFFICE
C. INDICATE IF YOU THINK THAT ANY SINGLE BERENGTH OF W	*1.00.
See A above	APR 14 11 44 AH 355
D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION!	1 .0 ( ) ves. 17 ves. onvi
	MAIL ROOM
	~ V //
On subject's return to Headquarters, Communist Party Organization course.	
F. OTHER CUMULATS (Indicate here general traits, specificopers but which have a bearing on effective utilisa	to habits or characteristics not covered ejecutors in the tion of this persony:
SEC	TION VI
	in the most appropriate box under subsections A.B.C.AD
A. DIRECTIONS: Consider only the skill with which the person has pailoraed the duties of his job and rate him accordingly.	C. DIRECTIONS: Beend upon what he has said, his notions, and any other indications, give your spinion of this person's attitude toward the organization,
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS SUCCEMPETENT.  2. DARREY ADEQUATE IN PERFORMANCE: ALTHOUGH, HE	1. HAS AN ANTAONNISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE OFFINITATION AT THE
HAS HAD SPECIFIC GUIDANCE ON TRAINING, HE OPTEN FALLS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA-	2, HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TION I RAKED BY RESTRICTIONS REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.  8. A FINE PERFORMANCE. CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS COUALLED BY FEW OTHER PERSONS RINGW TO THE RATER.  13 THIS INDIVIOUAL BETTER QUALIFIED FOR WORK IN SOME	2. TENOS TO MAVE AN UMPAYGRABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED SY MINGP FRUSTRA- TIONS. WILL OUT! IF THESE CYSTEMS.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTMAS "WAIT AND SEE" ATTITUDE, BOULD LEAVE IF SOMEONF OFFERED MIM SOMETHING DETTER.  5. TENOS TO MAVE FAVORABLE ATTITUDE TOWARD ORGANI- ZATIONMAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATIONTHINKS
OTHER AREAP WHATY	IN TERMS OF A CAREER IN THE GEGANIZATION.  6. DEFINITELY HAS PAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BARRING AN UNEMECTED OUTSIDE OPPORTUNITY. WILL PROBABLE ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.  7. HAS AN ENTHUSIASTIC ATTITUGE TOWARD THE ORGANIZATION. STREET, WALVEY AND THE ORGANIZATION.
8. DIRECTIONS: Considering others of this person's grade and type of nesignment, how would you rate him on potentiality for nesumption of greater responsibilities normally indicated by promotion.	D. DIRECTIONS: Consider everything you know about this parson in making your rating still in job duties, conduct on the job, personal cheracteristics or habits, and special defects or teleats.
1. MAS PRACHED THE MIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE EXPORE PROMOTION TO A MIGHER GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE MEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS. 4. WILL PROGRADLY ADJUST GUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 5. IS ALMEADY PEFFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE, PEFFORMING AT THE LEVEL OF THE FEW WHO SHOULD BE CONSIDERED FOR EXCAP ADVANCE- MENT, STEADY ADVANCE.	1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.  2. OF BOUBTFUL GUITABLELTY. MOULD NOT HAVE ACCEPTED HIM IF I HAD AND SHAT I KNOW HOW.  3. A BARELY ACCEPTABLE EMPLOYEE, DEFINITELY BELOW PVERACE BUT BITH HO BEARMSDES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPRATION.  4. A TYPICAL EMPLOYEE, HE DISPLAYS THE BAME SUITABLITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.  5. A FINE EMPLOYEE - HAS SOME COTSTANDING STRENGTHS.  6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE GRANTSATION.  7. EXCELLED BY ONLY A FEW IN SUSTABILITY FOR WORK IN THE ORGANIZATION.

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#### INSTRUCTIONS

#### GENERAL

- I, A STATUS AND SEPPICIENCY REPORT COVERING FACH CIVILIAN EMPLOYEE IN THE FIELD WILL BE BENDERED BY SUCH EM-PLOYEE AND HIS OR HER IMMEDIATE SUPERVISOR ON 1 JUNE OF EACH YEAR ON THIS FORM, EACH EMPLOYEE WILL EMECUTE ITEMS 1 TO 6 INCLUSIVE, OF THE FORM AND DELIKER SAME TO HIS REPORTING OFFICER FOR COMPLETION OF THE EFFICIENCY BATERS AND FORMARD-ING TO MASHINGTON HEADQUARTERS NOT LESS THAN TO DAYS AFTER CLOSE OF REPORTING PERIOD.
  - A. THE REPORTING OFFICER IS DEFINED AS THE EMPLOYEE'S IMMIDIATE SUPERVISOR, IN OTHER BORDS THE PERSON THO
    IS PRESUMBLY BEST ACQUAINTED BITM THE LAFLOVEE'S BORNING EFFICIENCY, PROBLEM, DEPENDING UPON CIRCUMSTANCES, THE CHIEF OF, STATION MAY NOT WISH TO ENTRUST THE IMMEDIATE SUPERVISOR WITH THIS RESPONSIBILITY, IN ANY CASE, THE CHIEF OF STATION WILL CHANGE OR MODIFY THE BATING OF THE APPORTING OFFICER THEM
    SUCH CHANGES OR MODIFICATIONS APE CALLED FOR, THE CHIEF OF STATION IS UCTIMATELY RESPONSIBLE FOR THE
    FECUALTY OF FACTS AND TRETHMATE SPICE APPEAR ON THE STATUS AND LEFFICIENCY REPORT, IN MANY CASES, ESPECIALLY IN A SMALL UNIT, THE CHIEF OF STATION MAY WISH TO FILL OUT ALL THE REPORTS HIMSELF.
- 2. IN ADDITION TO THE ANNUAL REPORT, THE POLLOWING SPECIAL REPORTS, UTILIZING THE SAME FORM, BILL BE RINDER-
  - A, UPON COMPLETION OF FIRST NINETY 1801 DAYS OF SERVICE AT A STATION.
  - B. UPON RELIEF OR REASSIGNMENT OF REPORTING SENIOR.
  - C. UPON DETERMINATION OR RECOMMENDATION THAT AN EMPLOYEE IN A FIELD STATICM SHOULD BE REASSIGNED TO ANOTHER STATION OR BETURNED TO U.S. FOR REASSIGNMENT OR OTHER DISPOSITION. SUCH REPORT BILL BE FORMADDED
    SO AS TO REACH THE WASHINGTON MEADQUARTERS AT THE EARLIEST POSSIBLE DATE AFTER SUCH REASSIGNMENT DETERMINATION IS MADE, IF POSSIBLE, THE REPORT SHOULD BE STAT IN AT LEAST THREE WONTHS PRICE TO PROPOSED REASSIGNMENT IN ORDER THAT ALL TIME POSSIBLE MAY BE DEVOTED TO APPRAISAL AND ENQUATION. IF CONSIDERATION
    OF REASSIGNMENT IS BEING GIVEN WITHOUT EMPLOYEE'S KNOWLEDGE. ITEMS TO 6 WILL DE FILLED IN AS FAR AS
    POSSIBLE BY THE RATING OFFICER WITHOUT REFERRAL TO EMPLOYEE.
- 3, IN FAIRNESS TO THE INDIVIDUAL BEING MATED AND IN THE INTEREST OF THE GOVERNMENT. THE IMPORTANCE OF CAREFUL-LV POPPONED AND ACCURATE REFIGIENCY REPORTS CANNOT DE OVERSTRESSED. THE FOLLOWING BASIC PRINCIPLES OF RATING SHOULD ALMAYS BE REPT IN MIND!
  - A. ALBAYS BASE YOUR JUDGMENT ON:
    - 11) THAT YOU HAVE OBSERVED THE INDIVIOUAL DO OR FAIL TO DO.
    - 123 TYPICAL PERFORMANCE, NOT ON AN ISOLATED STRIKING INCIDENT.
    - (3) EXAMPLES RELEVANT TO THE CHARACTERISTIC UNDER CONSIDERATION.
      - IAI THE EFFICIENCY REPORT IS TO BE USED TO RATE ALL CIVILIAN EMPLOYEES. BUT REPORTING OFFICERS SHOULD BEAR IN MIND THAT DIFFERENT STANDARDS PREVAIL IN DIFFERENT ASSIGNMENTS WHEREAS IT IS NECESSARY. FOR EXAMPLE, THAT AN INTELLIGENCE OFFICER POSTSS INSTINATIVE, THE SAME TRAIT IS NOT ALWAYS DESTRABLE. FROMET IN A MINOR TRY, FOR A TYPIST, THE RATINGS AND EVALUATIONS SHOULD BE IN AFFERENCE TO THE JOB THE ACTUAL BORN ASSIGNMENT BY WHICH THE PARTICULAR EMPLOYEE IS BEING PAID. EVERY EFFORT SHOULD BE MADE, TO APPLIE AT A JUST ESTIMATE OF THE QUALITIES OF THE PERSON REPORTED ON FOR THE PERSON COVERSO BY THE REPORT. AND EXAGGRAPTIONS AND SUPERLATIVES. THEY DETRACT FROM THE VALUE OF A REPORT AND ARE UNFAIR TO GINERS.
  - BIASED OPINIONS BASED ON PERSONAL LIKES AND DISLIKES MUST BE SCRUPULOUSLY AVOIDED. IT SHOULD BE BORNE IN MIND THAT THE PREPARATION OF EFFICIENCY REPORTS IS AN IMPORTANT FUNC-TION OF ALL SUPERVISORS OF EMPLOYEES, AND THE ACCURATE AND TRUE EVALUATIONS EXPRESSED. THEREIN ARE A DIRECT REFLECTION UPON HIS OWN ABILITY AND QUALIFICATION FOR THE POSITION HE HOLDS.
  - . C. NO REPORTS WILL BE RENCERED COVERING PERIODS OF LESS THAN SO DAYS CREEKTED SERVICE.
- 4. REPORTS WILL HORMALLY BE CLASSIFIED CONFIDENTIALL, HOWEVER, THE CLASSIFICATION MAY BE RAISED IF DEEMED AD-VISABLE BY RATING OFFICER.
  - 1. REPORTS WILL MEYER BE SHOWN TO THE EMPLOYEE REPORTED ON.

#### DISCOULTED OF OFFICEIS

- 5. REPORTS WILL BE FORWARDED TO THE APPROPRIATE BRANCH CHIEF IN MASHINGTON NEED LARTERS WITHIN THE CIOSE OF THE REPORTING PERIOD.
- 2. IF THE BECORTING OFFICER IS THE CHIEF OF STATION, REPORTS WILL BE FORWARDED BY MIM TO THE APPROPRIATE BRANCH CHIEF IM BASHINGTON MEADQUARTERS.
- 3. IF THE REPORTING OFFICER IS NOT THE CHIEF OF STATION, THE REPORT WILL BE REFERRED TO THE NEXT IN COM-
- 4. UPON RECEIPT OF REPORT IN ASSHINGTON HEADQUARTERS. THEY WILL BE REVIEWED BY THE DRANCH CHIEFS PROMPT. LY AND THEN REFERRED TO THE ASSISTANT EXECUTIVE FOR PERSONNEL FOR RETENSION IN THE PERSONNEL FILE OF THE EMPLOY-EE.

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Form approved. Budget liuteau No. 50-R012.2

## REPORT OF EFFICIENCY RATING

Assumentative-unofficial ( )

OFFULAS:

BEGULAR (X) SPECIAL ( )

PROBATIONAL ( )

	EFFICIENCY		PROBATIONAL ( )
As of 31 March 19	50 based on performance of	during period from 3 Oct.	149 to 31 March 1950
PROE. Willi			G3-12
(Name of e	* * *	(Title of position, service	, sod grade)
		Z, SFA, Div. 4	######################################
	(Organization—Indicate bureau,	division, section, unit, field station)	
ON LINES BELOW	1. Study the instructions in the R	ating Official's Guide, C. S. (	C. Forta CHRCE ONE:
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(8) Accuracy of fl		developing en	abordinates in the work.
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	ress on or completion of assign-	(\$9) Effectiveners to ence to time !	n setting and obtaining adher- limits and deadlines.
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Standard Form 68
August 1948
U. S. CIVIL SERVICE COMMISSION

#### NOTICE OF OFFICIAL **EFFICIENCY RATING**

REGULAR (X) SPI PROBATIONAL (

As of 3 October 1949 hased on performance during period from 3 April 149 to 3 October 149 Operations Officer (Intelligence Officer)
(Title of politos, service, and grade) BHOR, William V. OSO, COPS, FDE, SEA, Division 4 Efficiency rating: "EXCELLENTED Chief. Employees Division 4 January 1950
(lints of notification) (1111)

Interpretation of Efficiency Rating

Your efficiency rating is an official record of the way you are doing the work of your job.

Keestlent (40) means that performance in every important phase of the work was noticearding and there was no weakness in performance in any respect.

Yer Good (VC) means that performance in at least half of the important phases of the work was unstanding and there was no weakness in performance in any respect.

I found (1) means that performance met requirements from an over-all point of view.

Fair (V) incans that performance did not quite measure up to requirements from an over-all tents from an over-all tents of view.

Unsatisfactor (U) means that performance in a majority of important phases of the work did not meet job requirements.

#### Inspection

You are entitled to inspect your efficiency rating sheet (Standard Form 51), or a copy of it, upon request to your supervisor or personnel officer. You are place entitled to inspect the final ratings (not the rating forms) of all employees in your office or station.

Significance of Efficiency Ratings

An efficiency rating of "filed," Very Cock," or "Excellent" is necessary in order to receive a periodic within-straid salary advancement, an efficiency rating of "Entir" routiness one-step salary returning a emphysicals pay rate is above the middle rate for his grade (the fourth step) in strate straids.

An efficiency rating of "the statisticators" equipments that the employee is dismissed or reasonated to other work in which he could be reasonably expected to reader as factor in determining the order in which employees are affected by reduction in forces.

#### Appeals

If you believe your rating is wrong, you should first discurs it with your supervisor or personnel officer. You leve the risht, if your position is sufficient to the Classification Act, it surved your ratine within certain time limits to a board of review established for your agency. Appeals or requests for additional information concerning appeals should enderwood to the Chairman, liourd of Roylew care of Civil Service Contains, and Assistant 20, B.C.

# REPORT OF EFFICIENCY RATING

ADMINISTRATIVE-UNOPPICIAL ( )
OPPICIAL
REGULAR ( ) SPECIAL ( )
PROBATIONAL ( )

As of October,	1949 based on p	erformance during	period i	from 3	Apr11	. 194	7 3 0	ctober	, 1949		
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Standard Form No. 81 August 1946 U. S. CIVIL BERVICE COMMISSION

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As of 3/31/49	based on performance d	luring period from	12/22/48	to 3/31/49
William V. Bro	e Intellig	ence Officer		
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U. S. CIVIL BERVIOE COMMERSION

REPORT OF

EFFICIENCY RATING FILE COPY William. V., Bros Intalligance Officer ..... P-5 COES (f)rganisation—Indicate Lureau, division, metira, mes, feld station) 1. Etudy the instructions in the Rating Official's Guide, C. S. C. Form ON LINES BE*LO*W Etudy the instructions in the nature vaccine No. 22221.
Underline the elements which are especially important in the position.
East only on elements pertinent to the position.
a. Do not rate on elements in italics except for employees in administrative, supervisory, or planning positions.
b. Hate administrative, supervisory, and planning functions on elements in italics. CHECK ONE: MARK EMPLOTES Administrative, if adequate supervisory, or if weak planning ...... if outstanding All others..... (1) Maintenance of equipment, tools, instruments. ..... (21) Efectivences in planning broad programs. ..... (22) Effectiveness in adapting the work program to browder or related programs. (2) Mochanical skill. ... (3) Skill in the application of techniques and pro-(22) Efectiveness in devising procedures. cedurea: (4) Presentability of work (appropriateness of arrangement and appearance of work). (24) Effectiveness in briging out work and establish-ing standards of performance for subordi-TARRE. .T. (5) Attention to broad phuses of assignments. (26) Effectiveness in directing, reviewing, and checking the work of subordinates. 4. (6) Attention to personent detail. A. (7) Accuracy of operations. ... (26) Effectiveness in instructing, training, and developing subordinates in the work. ..... (8) Accuracy of Last results. ..... (0) Accuracy of judgments or decisions. (27) Efectivences in promoting high working morale. . (10) Effectiveness in presenting bleas or facts. .... (28) Efectiveness in determining space, personnel, and equipment needs. ....(11) Industry. (22) Effectiveness in setting and obtaining adher-ence to time limits and deadlines. .....(12) Rate of progress on or completion of assignmenta. ..... (36) Ability to make decisions. ..... (31) Efectiveness in delegating clearly defined contrarily to act. ..... (14) Ability to organize his work. .....(15) Effectiveness is meeting and dealing with STATE ANY OTHER RESMENTS CONSIDERED (16) Cooperatoressa. . (13) Resourcefolness. .In. (12) Dependability. ..... (20) Physical fitness for the work. STANDARD Adjective Tistina Destructions to use his explained on several side of this form 14.00 يميتم فانصلفيمناتو Pina marks on all underlined elements, and check marks or better on all other elements rated. Exercisent Check marks or better on sis-elements rated, and plus marks on at least half of the underlined elements. Sery Good Reviewing official.. Check marks or better on a majority of underlined elements, and all weak performance overcompensated by outstanding performance. CHA Check marks or better on a majority of underlined elements, and all wesk performance not overcompensated by outstanding performance. Lamitelactory Minus marks on at least half of the underlined elements ....... Rating approved by efficiently rating committee (Date) ...... Report to employee

#### CONFIDENTIAL

#### TRAINING EVALUATION

- The official to whom this report is entrusted is personally responsible for it. Although he may, within his discretion, show it to other members of his staff, the report should mover be shown to the student whom it concerns.
- In order to arrive at an unprejudiced and independent evaluation, this report was prevailed without any knowledge of Appraisal results.
- 3. This report tummerizes the important facts and the relevant observations which have been discovered about the student by the various intructors during the student's course of training. The more complete data on the student are available in the files of the fraining Branch, and may be examined by remissing the Chief of the Staff Training Division.

STUDENT'S NAME WILLIAM V. BROK	BRANCH - FEZ/SEA
AITC XII	•
TRAINING PERIOD 13 Sept -22 Oct 1940	DATE OF REPORT 18 November 1948

NOTE: The facts, observations, and opinions reported in this evaluation are derived from and restricted to the eight weeks during which the employee was a student in the Staff Training Courses. Mr. Broe was absent from two of the four weeks of the Basic Intelligence Training Course. He was ill during part of the six weeks of the Advanced Intelligence Training Course. The present evaluation is made at the end of the Advanced Course and supersedes the tentative evaluation given for the Basic Course.

PROJECTED JOB ASSIGNMENT: Intelligence Officer, Operations, Philipine Desk at Washington, D. C.

Mr. Broe received the following ratings during the Advenced Intelligence Training Course:

#### Interviewing and Interrogation

Ratiofectory

#### Operations:

 Comprehension of Basic Principles of Operations

Excellent

 Ability to Analyse and Use Operational Data

Excellent

a. Operational Planning Ability

Excellent. Superior

b. Attention to Detail

Pathar.rot.

5. Ability to Analyse and to Handle Personalities and Situations

Excellent

 a. Handling of Personal and Operational Security

Excollent

b. Ability to Establish and Esintain Control Over Others

Satisfactory

FORM NO. 51-16

CONFIDENTIAL

(1875)

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#### Countorespionage Problems:

1. Processing

2. Planning

Satisfactory Satisfactory

#### Technical Intelligence:

 Approciation of TI Fundamentals and Objectives

2. Handling of TI Problem

Satisfactory Excellent

Mr. Bros missed the second and third weeks of the Basic Intelligence Training Course, and during the Advanced Course, illness prevented him from doing the problems in reports writing. For that reason, no rating for reports writing is given for the Advanced Intelligence Training Course.

We strongly recommend that Mr. Eroc spond at least four weeks on reports work under supervision of his Branch reports officers before assuming his deak responsibilities.

FOR THE CHIEF, TRS:

Ву

USS

W. L. T.

co: COPS CPD

#### CONFIDENTIAL

#### TRAINING EVALUATION

- The official to whom this report is entrusted is personally responsible for it. Although to may, pithin his discretion, show it to other members of his staff, the report should never be shown to the student whom it concerns.
- In order to arrive at an unprejudiced and independent evaluation, this report was prepared without any knowledge of Appraisal results.
- 3. This report committies the important facts and the relevant observations which have been discovered about the student by the various instructors during the student's course of training. The more complete data on the student are available in the files of the Training Branch, and may be examined by contacting the Chief of the Staff Training Division.

STUDENT'S NAME WIlliam V. BROR BRANCH FBZ/SRA

TRAINING PERIOD 8-13 August 1948 DATE OF REPORT 2 September 1948

NOTE: Hr. Broe was forced to miss the second and third weeks of the Basic Intelligence Training Course, hence this evaluation is incomplete.

PROJECTED JOB ASSIGNMENT: Intelligence Officer, Operations, Philippines and Australian dosk in Washington.

Hr. Broo received the following ratings during the Basic Intelligence Training Course:

Written Examinations - Communism

Satisfactory +

Report on Area Communism

Excellent

Problems:

Observation and Description

Satisfactory

Interviewing

Exocilent +

Basic Information Reporting Test

Medicore +

It is suggested by Mr. Broe's reports instructor that he complete the Basic Course problems in reporting before attempting those of the Advanced Course. Mr. Broe is recommended for enrollment in the Advanced Intelligence Training Course.

FOR THE CHIEF, TRS:

By

ws/

W. L. T.

ca: COPS

FORM NO 51-15

COMFIGENTIAL

(15/5)

C. LIDENLIN

2 August 1948

TO . : Chief, FBZ/SEA

FROM : Chief Instructor, Administrative Training, TR3

SUBJECT: Rating of William PROS - 19-23 July 1948

1. Mr. William Drop attended Administrative Course #15 in accordance with your request. The following are the Chief Instructor's ratings of this trainee in particular subjects:

Field Sup-ly Procedures - Medicare
Accounting Procedures - Satisfactory

- 2. Mr. Bros passed the written examination on the CIA Security Regulations.
- J. Since Mr. Bros has a Washington assignment, no tutorial administrative training has been arranged for him by this office

FOR THE CHIEF, TES,

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Intelligence Medal in recogniti	on of	his	outstandin	g service
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numerous crises. In addition,	ha ha	a poe.	n a valuaki 'daufav a n	n advisor
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Government as well as to severa	l for	eign	leaders.	Culminating
his career as Inspector General	. he	has d	emonstrate	l a wise
and enlightened approach to the	huma	n asp	ects of Age	ency affairs.
Mr. Broe has made singular and	lasti	ng co	ntribution	s to the
national security effort of our	coun	trv.	reflecting	the
highest credit on him and the Fe	adera	l ser	vice.	
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#### RASSATIVE DESCRIPTION

Award for Heroic Action of Acceptance of Historia Was act violenthary? Describe why act was overstanding, and if it was more than normally expected. Explain, why, and how. If an aerial or marine operation, describe type and position of crust, crew position of individual, and all unusual circumstances ladicate results of the act. Enclare inclusified clintion.

Award for Athievement, Service, as Performance: State character of sorvice during period for which recommended. (Gire complete description of administrative, technical, or professional duties and responsibilities if not covered in Sertion C, include dates of assignment and relief.) What did the individual of that ments the award? Why was this putstanding when compared to others of like grade and experience in similar positions or circumstances? If appropriate, include production records and assistance rendered by other persons or write. What obstacles were encountered or aversance? Indicate relief of achievement, service, or performance. Include reference to filters Reports, Letters of Commendation, or other documentation already on file which exports this recommendation. Enclose unclassified citation.

See Attachment

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## Recommendation for Honor or Merit Award William V. Broc, Distinguished Intelligence Medal

After an active and successful career as a Special Agent in the FBI, Mr. Broe entered the Agency in June 1948 and was assigned as the Southeast Asia Branch Chief in the Far East Division. His ability to make decisions, work effectively with both supervisors and subordinates, plus his dependability, initiative and attention to the broader aspects of his work were soon noted and have continued to characterize his long and productive career in the CIA.

In recognition of his long range potential, Mr. Broe was assigned to \_\_\_\_\_\_ in 1951 as the Chief of Station.

In 1953 he was transferred to the important post of Deputy Chief of the \_\_\_\_\_\_ Here his leadership qualities were fully demonstrated. His skill in directing an imaginative, aggressive, operational program, while at the same time tempering his actions with mature judgment and smooth management talent, marked him as an officer who could assume even greater responsibilities. At this time his outstanding strength of dealing with people became clearly evident. Mr. Broe was assigned to the Chief of the China Branch in FS Headquarters in 1955. He successfully managed the large, complex branch with a high degree of skill. His enthusiass for his work was an example for his subordinates.

His superior performance of duty was recognized with his being mamed the Deputy Chief of the FS Division in 1958. The late Desmond FitzGerald in evaluating Mr. Broe's performance of duty in this position, made the following comments which subsequent supervisors continued to agree with:

"Mr. Broe is an unusually strong supervisor. His flair for warm but impartial relationships with subordinates has enabled him to develop a first hand understanding of the capabilities, shortcomings and problems of a very large proportion of all FE Division personnel. His direction does not lack firmness but is expressed in such a way that feelings are considered and best results are achieved."

Mr. Broc then was assigned in successive and successful tours of duty as Chief of Station, \_\_\_\_, Chief of the Western Hemisphere Division and finally as the Inspector General of CIA.

In those diverse assignments, Mr. Broe proved to be a valuable advisor and consultant to top policy makers of the United States Government as well as colleague of foreign governments, including and important government leaders. His handling of one crisis situation after another whether it was in the Far East, Latin America or in Washington, won Mr. Broe the fullest respect for his wise judgment and effective solutions which resulted for the overall benefit of the US Government. During this time, Mr. Broe continued to display his superior understanding of human relations for those working for him, resulting in a high morale for those associated with him and his missions.

In January 1972, Mr. Broe was promoted to the position of Inspector General, a post which recognized and made the fullest use of his wise and enlightened knowledge of the human side of this organization's affairs.

Based on his 26 years of a professional life which has rade simpler contributions to the national security and on his unique leadership, it is only sitting that upon his retirement Mr. Broe be recognized with the award of the Distinguished Intelligence Medal.

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#### QUALIFICATIONS UPDATE

## READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Eccion I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 4441, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubl whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply be completing and seturning an update form on wave initiative.

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# FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).

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#### ELECTION, DECLINATION OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

#### TO COMPLETE THIS FORM-

#### FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
  Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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19 MAY 1000

MEMORANDUM FOR: Mr. William Broe

Chief, Western Hemisphere Division/DDP

SUBJECT

WI Participation in the Counterintelligence Operations Course No. 57, 4 - 22 April 1966

1. This is to note the excellent support provided the Operations School in its presentation of the Counterintelligence Operations Course No. 57 in April by Mr. and Mr. of your Division. Their presentations were of a highly professional calibre and were a major contribution to the success of the course.

2. We trust that we may again call upon your support for the 58th presentation of Counteristelligence Operations in June.



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Executive Requiry

Ltr. 6499th Support Group (CR), 11 June 1965, Letter of Commendation

2d Ind (AFNIN)

13 JUL 1965

Headquarters USAF, Washington, D. C. 20330

Central Intelligence Agency Headquarters Building 2430 E Street Washington, D. C.

- 1. The attached Letter of Commendation regarding Mr. William V. Broe is forwarded with pleasure.
- 2. It is always gratifying to note examples of outstanding cooperation and professionalism so necessary to our national interests.
- 3. I wish to add my expression of appreciation to Mr. Broe and your organization for this exemplary support.

JACK E. THOMAS
Major General, USAF
Assistant Chief of Staff, Intelligence

lst Ind.

23 JUL 1965

TO: Chief, FE

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The Director has noted these letters of commendation and has asked that his own appreciation for a fine performance be expressed to Mr. Broe.

L. K. White

Executive Director-Comptroller

## HEADQUARTERS 6499TH SUPPORT GROUP (PACAF) UNITED STATES AIR FORCE APO SAN FRANCISCO 96594

1 1 JUN 1965

REPLY TO . ATTH OF: CR

SUBJECT: Letter of Commendation

TO: CINCPACAF (DI)
HQ USAF (AFNIN)
Central Intelligence Agency
(Director of)
IN TURN

- 1. I wish to commend and make a matter of record the outstanding support and guidance rendered to this organization by Mr. William V. Broe, Special Assistant to the Ambassador, from the period of July 1963 to date.
- 2. Mr. Broe's efforts in support of this organization were exemplary. He gave freely of himself and of the resources at his disposal. In those instances where we were contemplating a new approach to obtaining aerospace data of priority national interest Mr. Broe provided for briefings by his specialists in the denied areas under consideration. His every approach was intended to intelligently present the information available concerning the difficulties to be encountered and rewards to be expected. He always left the United States Air Force personnel concerned secure in the knowledge that he fully supported any promising attempt to acquire data of national interest and that he did all in his power to expedite the acquisition of these data. This resulted in a most favorable operating milieu.
- 3. In all of our dealings with Mr. Broe, we found him to be friendly, highly objective, unswerving in his demands for professionalism, and a person of honor and integrity. We liked, trusted and respected him. Mr. Broe's demonstrated professionalism and ability to advise, stimulate and coordinate the efforts of the many diverse elements engaged in collection of information reflected favorably upon him and the Intelligence Community of the United States.

WALTER C. VITUNAC

Colonel, USAF Commander Ltr, 6499th Support Group (CR), 11 Jun 65, Letter of Commendation

lst Ind (DI)

1 JUL 196!

Headquarters PACAF, APO San Francisco 96553

TO: Headquarters USAF (AFNIN)

Central Intelligence Agency (Director of)
IN TURN

The assistance and cooperation given by Mr. William V. Broe have been noteworthy. His professional guidance and constant support have been distinct assets to the 6499th Support Group and its activities. It is a pleasure to add my appreciation for the invaluable contributions made by Mr. Broe.

DONALD C. SHULTIS

Colonel, USAF

Director of Intelligence

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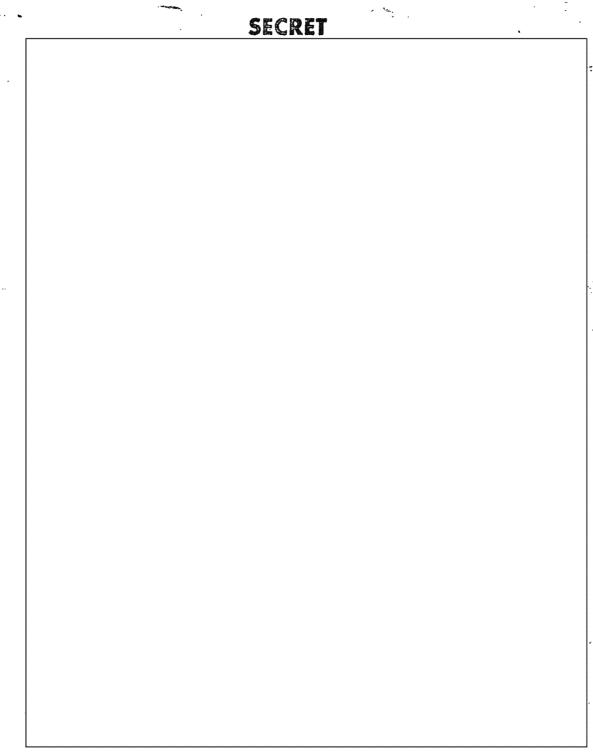
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## CONFIDENTIAL (When Filled In)

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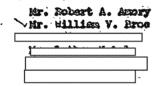
GIBJEC?:

Receipt of Gifts from Foreign Official

REFERENCE:

idemo for D/Pers from C/FE, dtd. 28 Oct. 59 (DD/P 4-9032), some subject

1. Reference reports an receipt of one cilk mecktic and one lady's searf by each of the following officials:



2. Considering the circumstances under which these gifts were tendered and their ineignificant intrincie value, we consurt in your resistantian that they be retained by the recipiests for whatever were tasse officers may Josian.

Gordon M. Stevert Director of Personnel

Netribules:

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1 - DO/I

1 - Area. to DU/9

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OD/Peru sjc (3 Nov. 59)

MEMORANDUM FOR: Mr. William E. Broe

Appreciation of Participation in the Personnel Officer Training Course .

1. I wish to express my appreciation for your participation in the recent running of the Personnel Officer Training Course. We believe the course was successful in achieving the objectives set

2. The major factor in the success of our course was the contribution of many like yourself who willingly undertook the preparation and presentation of their lectures. We think the opportunity to hear these represented a most valuable experience for the students.

3. It is my hope that we may continue to call upon you in connection with subsequent presentations of the course.

GORDON M. STEWART

Director of Personnel

13 OCT 1958

Chief, For East Division

them for D/Pore from C/FE 406 25 0000 56, Subject: Office to Account Personnel

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OD/Pers/ : sm (10 Oct 58)

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## CONFIDENTIAL

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	- · ,	DESMOND FITZERALD Chief, Far East Division

CONFIDENTIAL

# Office Memorandum information states government

TO : PDC

DATE: 23 June 1953

FROM : Chief, FE

SUBJECT:

BROE, William V.

Letter of Commendation

1. Forwarded herewith are copies of the following letters which are to be included in the personnel file of Mr. William V. Broe:

Letter of transmittal to Mr. Allen Dulles from

Letter to Mr. Broe from from Assistant Executive Secretary

2. The originals of these letters have been retained in FE/3/FI.

Forga E. Aurell
Chief. FE

Originator:

SECURITY INFORMATION

Er. Alien W. Dulles Director, Control Intelligence Agency, Enclination 1. C.

81 r :

I have the honor to transmit horewith a latter of his accellency,

in appreciation of the

services of it. William Timent Broo, who has been working with the Bitional Intelligence Coordinating Agency, in an advisory capacity since April 1991 and whose tour of duty is ending very shortly.

Yorv respectfully,

. '				March	25, 1953
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Dear	-				
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Mr. VI	lijas Vincent Bree	,			
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Earch 24, 1953

Nour forthcoming departure on account of the termination of your present tour of duty in this country has come to my attention. Permit me, in this connection, to express to you my sincere appreciation for the unselfish cooperation and valuable assistance which you have given the Your untiring efforts have contributed much towards maintaining harmonious relations between your country and mine.

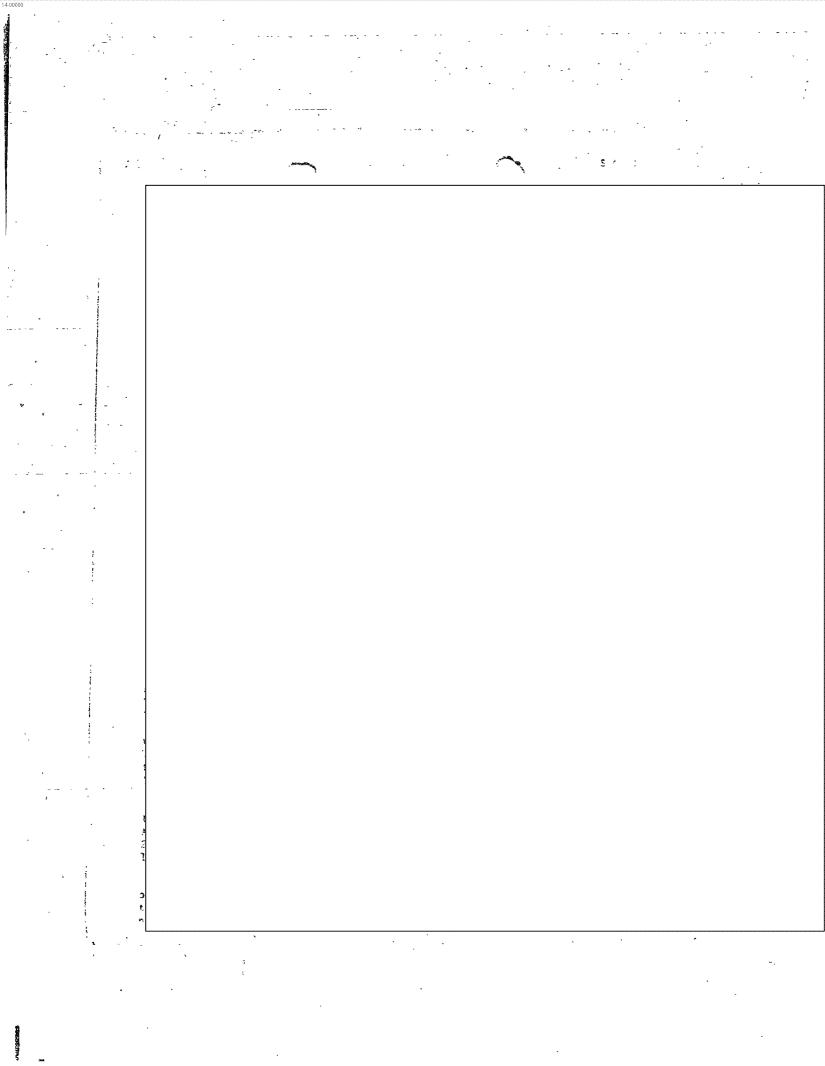
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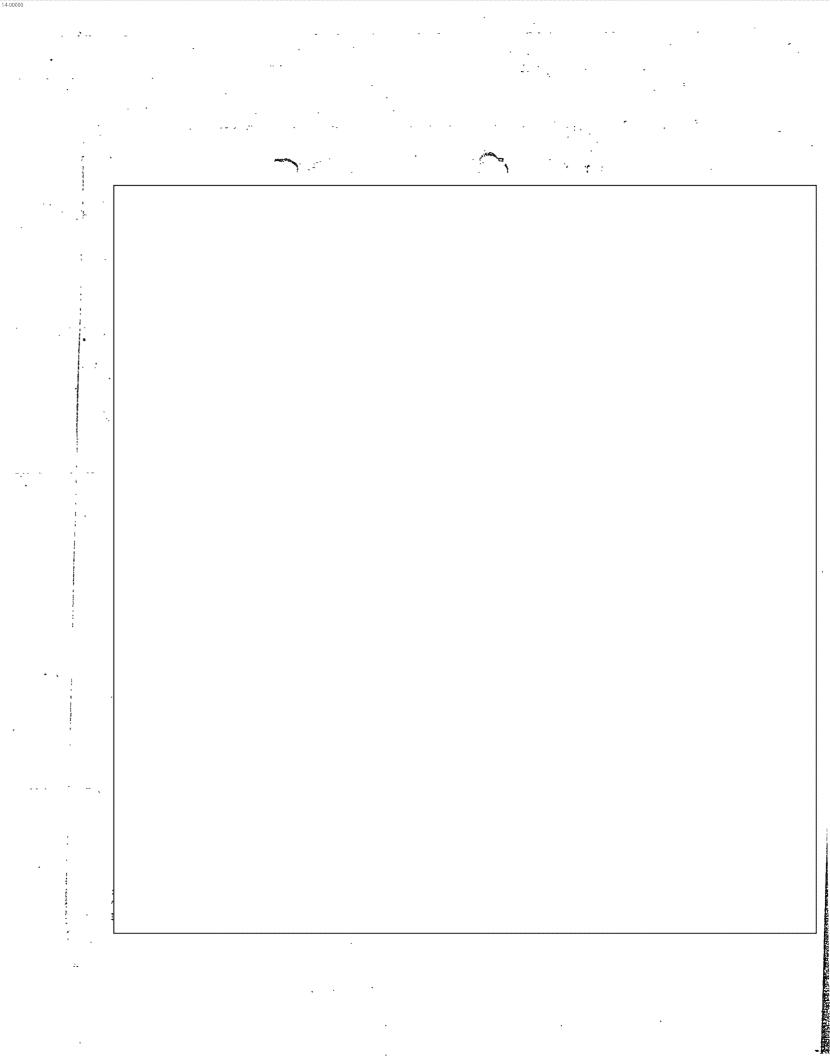
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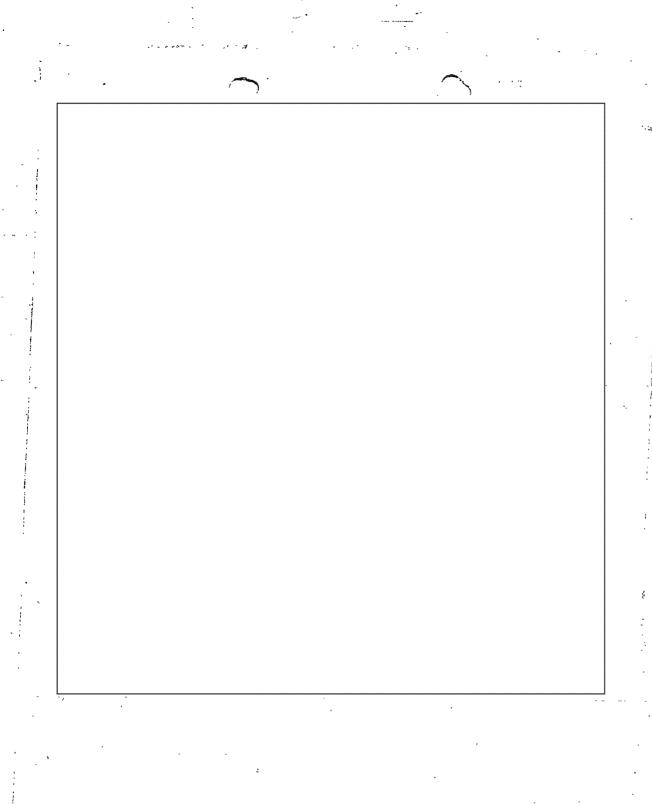
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TO ET

### CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date 5 February 1951

William V.

Dear Mr. Bross

1. This is to notify you that the United States Covernment, as represented by the Central Intelligence Agency, has accepted your employment effective 4 Lebruary 1961.

Position: Intelligence Officer (Chief)

Base Salary: GS-13 \$7600.00.

#### 2. You will be: .

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimbursed for travel expenses in accordance with CIA Regulations or Standardized Government Travel Regulations, as amended.
- c. If stationed outside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which resigned for a period of 24 months from the date of arrival thereat, unless somer transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Covernment.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless earlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CLA and satisfactory performance of duty for a total period of six months from date of employment. In the event

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service rules and regulations.

Official authorized to sign letters of appointment.

I accept the above agreement as a condition of my employment by CIA.

Milliane V. Bros

S February 1951

Form No. 51-104 June 1948 Riandard Form No. 61a
Approved Innervy 28 1943
U.S. Gyil Service Commission
C.S. C. Del Co. No. 600

### OATH OF OFFICE, AFFIDAVIT, AND DECLARATION OF APPOINTEE

CENTRAL INTELLIGENCE AGENCY

(Burrow or Edutational (Burrow or Edutation)

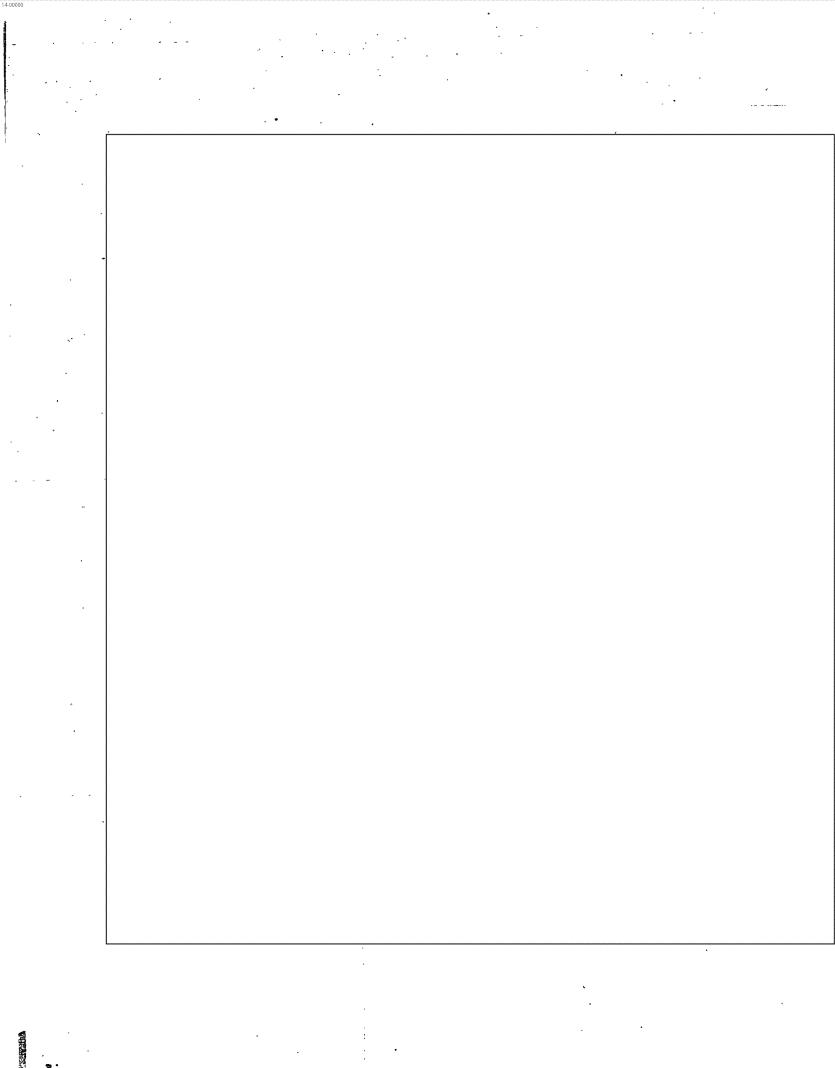
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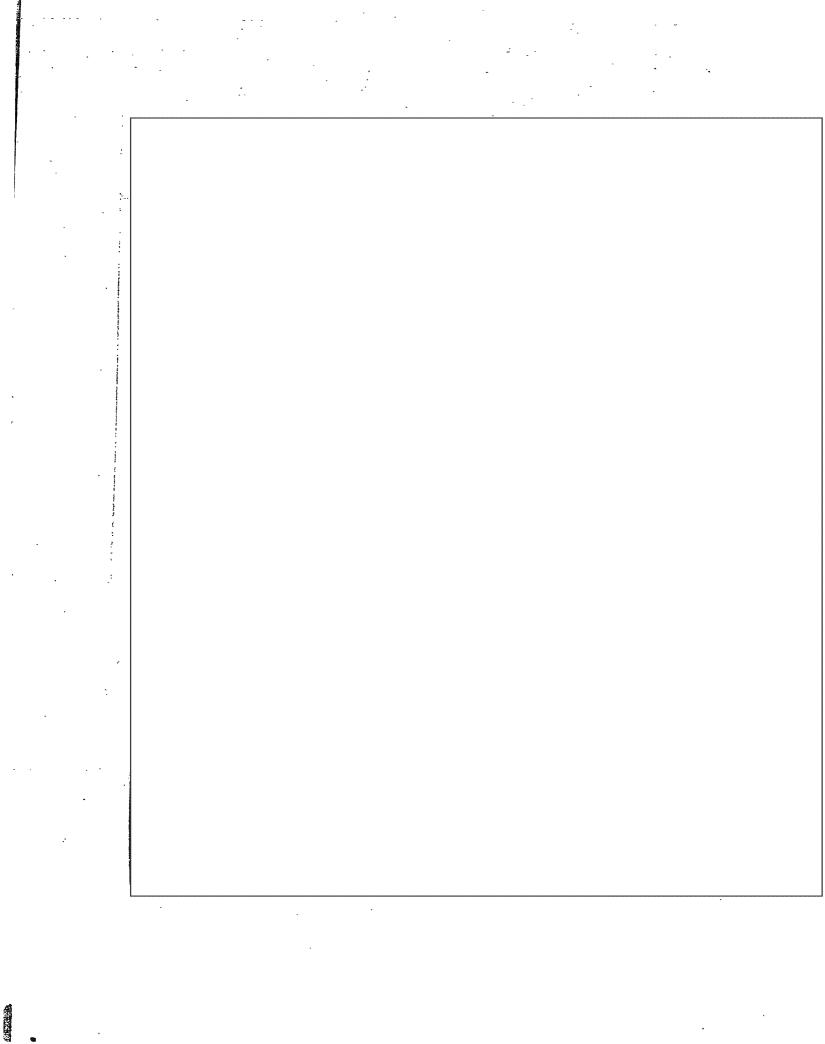
<b>A.</b>	I WILLIAM VINCENT BROE		
OATH OF OFFICE	Do solemnly swear (or affirm) that I will support and defend the constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose a evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. SO HELP ME GOD.		
B. Affidavit	Do further swear (or affirm) that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the Government of the United States by force or violence; and that during such time as I am an employee of the Federal Government, I will not advocate nor become a member of any political party or organization that advocates the overthrow of the Government of the United States by force or violence.		
C.  DECLARATION OF APPOINTEE	Do further certify that (1) I have not paid or offered or promised to pay any money or other thing of value to any person, firm, or corporation for the use of influence to procure my appointment; (2) I will inform myself of and observe the provisions of the Civil Service law and rules and Executive orders concerning political activity, political assossments, etc., as queted on the attached Information for Appointee, and [strike out either (3) or (4)]  (3) the answers given by me in the Declaration of Appointee on the reverse of this sheet are true and correct;  (4) the answers contained in my Application for Federal Employment, Form No		
	William V Broz		
* Şubscribed and	sworn before me this 21st day of June A.D. 19 48		
i	hington D. C.		
[SEAL]	Appointment Clerk  Title and is taken before a Notary Public the date of expiration of his commission should be shown		
21 June 19	48 Operations Officer, P-5 \$61k4.60		

### AFFIDAVIT

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SIGNATURE OF PHYSICAL REQUIREMENTS OFFICER

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FORM NO. 98.87

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## *QUALIFICATIONS UPDATE* READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444), "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 55-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative. BIOGRAPHIC AND POSITION DATA SECTION I EMP. 369. 90 MAME (Last-Pirst-Widdle) DATE OF BIRTH 056735 BROE, William V. FRUCATION SECTION II . HIGH TCHOOL ADDRESS (City, State, Country) LAST HIGH SCHOOL ATTENDED YEARS ATTENDED (PIOR-TO) GRADUATE O \*\*\* O \*\* COLLEGE OR UNIVERSITY STUDY SUBJECT NO. SEM/GTR. HRS.(Specify) NAME AND EDUATION OF COLLEGE OR UNIVERSITY FROM - - 10 - -PECFIVES IF A GRADUATE SECREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A BRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND SPEEFLY DESCRIBE ITS CONTENT. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS MAME AND ADDRESS OF SCHOOL STUDY OR SPECIALIZATION FROM 13 MO. OF MONTHS OTHER HON-AGENCY EQUICATION OR TPAINING NOT INDICATED ASSOVE 901-11 10 223000x CHR 3044 SECTION III MARITAL STATUS 1. PRESENT STATES (Single Warried Widawed Separated Divorced Annulled Remarried) SPECIFE: 2. NAME OF IPSELE 3. DATE OF BIRTH 4. PLACE OF BIRTH (City, State, Country) 6. PRESENT EMPLOYER S. OCCUPATION 8. FORMS 4 C'TIZEUSH .P(S) COUNTRY(IES) 7. CITIZETSMIP 9. DATE U.S. CITIZENSHIP ACQUIRED DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE SECTION IV 4 450 5 PLLATIONSHIP DATE AND PLACE OF BIPTH PERMANENT ASSPESS ADO DELETE

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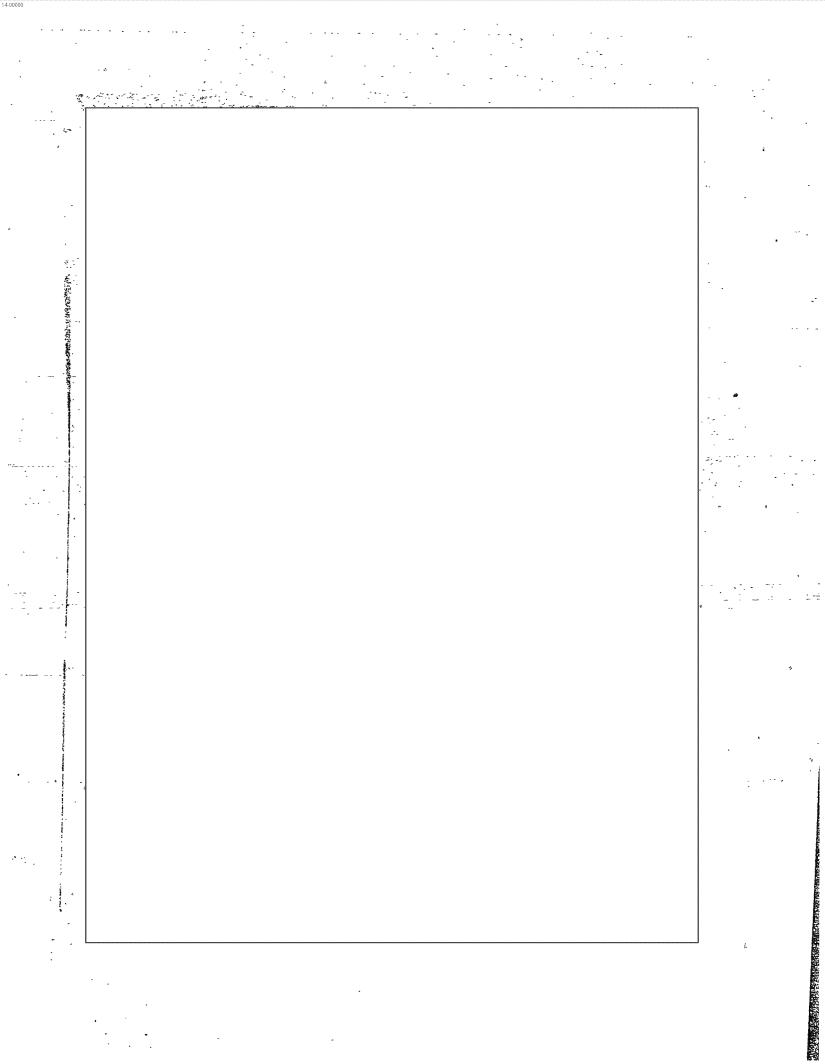
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Broe, William Vincent		
3. LANGUAGE (31.23)	4. 100àY'S DATE (34-38) B	
000	1 22 58	I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE
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SECTION A.	Reading (40)	·
1. CAN READ TEXTS OF ANY DIFFICULTY 1. ONLY RANGLY.	. OF A GENERAL NATURE OR IN FIELDS I VAM FA	WILIAR WITH, USING THE DICTIONARY
DICTIONANY OCCASIONALLY,	DIPPICULTY, OF A GLNERAL NATURE OR IN FIE	
	ULTY (nevapapera, reference materials, etc	.). USING THE DICTIONARY
	TREET BIGMS. HEWSPAPEH HEADLINES. ETC., US	ING THE DICTIONARY FREQUENTLY.
5. I HAVE NO PRADING ABILITY IN THE LA	AN GUAGE.	normania de la companya de la companya de la companya de la companya de la companya de la companya de la compa
SECTION B.	Writing (41)	·
1. WRITE PACTUAL HAPRATISE AND EXPOSI- NATIVE STYLE, INSING THE DICTIONARY		
- 1 CAN WHITE PERSONAL LETTERS AND SI -2. HABELY, I CAN WRITE FACTUAL NARRAI	MILAR SIMPLE MATERIAL WITH COMPLETE SUCCE: IVF AND EXPOSITORY MATERIAL WITH REASONASS OF DE NATIVE, USING THE DICTIONARY OCCASION	LE CLARITY, WITH FEW GRAMMATICAL
I C'H HHITE PERSONAL LETTERS AND SE 3. BUT HITH OCCASIGNAL MINDE GRAMMATIC. OCCASIGNALLY.	MILAR SIMPLE MATERIAL, BITH PLASCHABLE SUC AL LERGHS AND IN SUVICUSLY FOREIGN, AWERAR	CESS IN CONVEYING MY MEANING, D STYLE, USING THE OSCITIONARY
	MILAR TIMPLE HATERIAL, MITH REASONABLE BUC D in a very foheign, amemard style, using	
5. I CANNOT WRITE IN THE LANGUAGE.		
ECTION C.	Pronunciation (42)	- Andrew
1. MY PROMINCIATION IS NATIVE.		
2. WHILE NATIVES CAN DETECT AN ACCENT	IN MY PRONUNCIATION THEY HAVE NO DIFFICULT	Y UNDERSTANDING ME.
3. MY PRONUNCIATION IS COVICUALY FOREIG	IN. BUT ONLY RARELY CAUSES DIFFICULTY FOR I	NATIVES TO UNDERSTAND.
4. MY PROGUECIATION IS OCCASIONALLY DIF	FIGULT FOR HATIVES TO UNDESSTAND.	
5. I HAVE NO SAILL IN PROMUNCIATION.	normado no como escalabo combato de Resta de Servição dos como do combidos dos descensos como como como como c	
N.C.	CONTINUE ON REVERSE SIDE	
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	CONTINUATION OF PART II-LANGUAGE ELEMENTHEFICE	0
SECTION D.	CONTINUATION OF PART 11-LANGUAGE ELEMENTERFICE  Speaking (43)	TERSHYNEL
is spear prusently and the second with	D ACCURATELY IN ALL PRACTICAL AND BOCIAL SITUATION JAM 27-NVI	
E SPEAR FLUENTLY AN	D ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS: ILIAR AND I EMPLOY BOME POPULAR SAYINGS. LITERARY QUO #23/90	1 CAN CONVERSE IN MOST FIELDS AND COMMON PROVERDS.
3. I GET ALONG QUITE WE	LL IN BITUATIONS OF PAILY LIFE AND TRAVEL AND CAN CONDUCT BOUT	INE DUSINESS IN PARTICULAR FIELD
4. I MANAGE TO GET ALO	NG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.	
S. I HAVE NO ABILITY TO	USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	a continue consequente de la face
SECTION E.	Understanding (44)	
	CHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE TO-FACE AND HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.	ON THE TELEPHONES I UNDERSTAND
	CHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE TO-FA WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTU	
3. I UNDERSTAND NEARLY PHONE: I UNDERSTAND	ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH F MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE NOVIES, PLAYS,	AGE-TO-FACE AND ON THE TELE- AND LECTURES.
. I UNDERSTAND THE SIL	PLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: AND AT THE MOVIES, PLAYS, AND LECTURES.	
5. I AM NOT ABLE TO UND	ERSTAND THE SPOKEN LANGUAGE;	• \
BEFORE CONTINU	ING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMB	DER PER SECTION.
	PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (46)	
.1. A MAYE HAD EXPERIENCE	E AS A TRANSLATOR.	
Z. I HAVE HAD EXPERIENCE	C AS AN INTERPRETER.	adir tarah dari dari dari dari dari dari dari dari
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	William V. Broe	
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#### C-C+V-F-I-D-E-V-T-I-v-L

DATE: 15 August 1957

PROT: 7-213

TO

: Chief, IB

Director of Security

Director of Personnel

FROM

: Chief, Communications Security Division

SUBJECT

: Revocation of Cryptographic Clearence - Broo, William Vincent

1. The cryptographic clearance held by Subject has been revoked under the provisions of CL. Regulation 90-500. Revocation is effective 31 July 1977

2. Subject is not authorized to have continued custody of, access to, or otherwise gain further knowledge of staff cryptographic material or information. Subject has been informed of this revocation, has been debriefed concerning cryptographic and related communications security matters, and has signed a Debriefing Statement acknowledging continuing responsibility for the protection of all cryptographic information obtained during the tenure of his cryptographic clearance.

FOR THE CHIEF, COMMUNICATIONS:

M (Thief, Protective Branch

Distribution:

1 -

1 - Security Office (Debriefing Statement Attached)

1 - Personnel Office (Wing 1-H Curie Hall)

1 - OC-S/PROT File

C-O-N-F-I-D-E-N-T-I-i-L

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L	Mr. James B. Broe, 40 Green	wood Street	, Amest	nury, Mass.		-t		~ <del>@####</del>
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Mrs. William V. Brod		STATE	COUNTRY	TILLIHONE
2116 Daxter Avenue, Silver Spr	ing, Maryland			BH 2825
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# COMFIDENTIAL

Chief, Communications Division

6 December 1950

Chief, Personnol Security Branch

BHOE, William Vincent - 35706

In reply to your memorandum dated 1 becomber 1950, this is to advise that Subject moots the current requirements for cryptographic clearance and is approved for such duties as of this date.

SED

CONFIDENTIAL



: Chiaf, Fordaman Brands Deputy Personnel Officer Date: 17 May 1949

#### CONFIDENTIAL

From	: Executive for Inspection and Security	Number:	25,706
Sub lec	t: REOE, William Vincent		
		·	•
1.	Note "I" below:	•	
X	Security approval is granted subject for access to information contingent upon the receipt of derogate tion at some future date.		
· []	Provisional clearance for full duty with CIA is grathe provisions of paragraph 4.9 Administrative Instrument provides for a temporary appointment pending pletion of full security investigation.	niction 1	0-2,
	Unless the applicant enters upon duty within 60 day date this approval becomes invalid.	e from a	bo <b>ve</b>
2.	Your memorandum dated % June 1948 stated Subject is for OSO-FBZ.	s an appl	icent .

Chief, Personnel Security Division

COMPTORACTAY

FORM NO. 35-101

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